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ABSTRACT

Results of the College and University Personnel Association's 1983-1984 Administrative Compensation Survey, which provides data on 99 positions, is presented. Questionnaires were sent to 2,856 higher education institutions, and 1,515 usable responses were obtained. Salary data indicate the median and the interquartile range for each position and are presented for: all institutions, public and private institutions, private religious institutions, theological seminaries, medical schools/centers, and traditionally black institutions. Salary data are also provided by: institutional classification, sector, full-time equivalent enrollment range, and institutional budget range. Additional Data compare median salaries of those who were promoted or transferred to their positions from within the institution and those who were hired from outside. Information is also presented on minority/nonminority status, sex, years of service, percentages of the chief executive officer's salary, the frequency distribution of all salaries for each position by type of institution, and comparative salary data for 1981-1984 for 518 institutions. Appendices include information on participating institutions, a questionnaire, and summary position descriptions. (SW)

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1983-84 administrative compensation survey

By

Forest C. Benedict
Jan P. Miller
Stephen S. Miller
Harrison M. Rainie, Jr.

February 1984

1983-84 ADMINISTRATIVE COMPENSATION SURVEY
By Forest C. Benedict, Jan P. Miller, Stephen S. Miller, Harrison M. Rainie, Jr.
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The 1983-84 *Administrative Compensation Survey Report* represents the collective leadership and direction by the CUPA Board of Directors and CUPA's Council on Classification and Direct Compensation chaired by Forest C. Benedict. A listing of the CUPA Board and Council appears on the back inside cover of this report.

Each year CUPA develops a work schedule that calls for disseminating survey results to users on an earlier basis than the prior year. The 1983-84 report again meets our goal. We largely credit the staff of the University of Pittsburgh's NASA Industrial Applications Center, under Jan P. Miller's direction, in making this report more timely and for many of this year's improvements. The Center has conducted data processing and retrieval for the survey since 1977. Staff at the University of Pittsburgh who deserve special recognition and appreciation are:

DATA ENTRY - Lee Ann Altman, Douglas Blinn, Ellie Bonkovich, Jack Crocker, Patti Heim, Daniel Jacobs, Vincent Kelly, Judith Macek, Marie Minder, Michael Palla, Lisa Ramella, Robert Reese, Michael Wentz

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PROJECT MANAGEMENT - Jan P. Miller

We also gratefully recognize and acknowledge the contribution of Harrison M. Rainee, Jr., Vice President of the Human Resource Management Group, Management Consulting Division of Alexander and Alexander. His assistance with this year's revisions to the survey instrument and analysis of data provided the expert guidance needed to improve this survey.

Recognizing the significant contribution that the CUPA Administrative Compensation Survey makes toward better management information for the higher education community, the following national associations again deserve recognition for encouraging constituent participation this year:

American Association of Community and Junior Colleges
American Association of State Colleges and Universities
Association of American Colleges
Association of Catholic Colleges and Universities
Association of Community College Trustees
Association of Governing Boards of Universities and Colleges
Council of Independent Colleges
National Association of Independent Colleges and Universities
National Association of State Universities and Land Grant Colleges

Finally, I wish to thank the CUPA Headquarters Office staff who, as always, play a critical role in all aspects of producing the Survey Report. In particular, I am grateful to Wanda Ross, Deborah Reese, Carin Luke, Susan Watts, Sandy Shapiro, Deborah VanDover, Josie Grinner, and Novella Brown.

Stephen S. Miller
Executive Director

TABLE OF CONTENTS

List of Tables. iii

Introduction vi

I. 1982-83 Survey. vi

II. Definitions and General Characteristics. viii

III. Salary Survey Comments. ix

IV. Special Studies Information. x

Tables 1

Appendix A - Distribution of Salaries 87

Appendix B - Responding Institutions. 97

Appendix C - Survey Form and Instructions 115

Appendix D - Summary Position Descriptions. 125

Appendix E - Special Studies Request Form 129

Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page 10). Data for some positions do not appear on several tables due to the limited number of positions that can be printed on a page. All data is, however, available through Special Study Reports.

LIST OF TABLES

Measure: Salary

Table Number	General
1	All Institutions Summary
2	Public Institutions Summary
3	Private Institutions Summary
4	Private Independent Institutions
5	Private Religious Institutions
6	Theological Seminaries
7	Medical Schools or Centers
8	Traditionally Black Institutions

	Institutional Classification	Sector	Enrollment	Budget Range
9	All Universities	Unspecified	Unspecified	Unspecified
10	University	Unspecified	2,499 or less	Unspecified
11	University	Unspecified	2,500 - 4,999	Unspecified
12	University	Unspecified	5,000 - 9,999	Unspecified
13	University	Unspecified	10,000 - 19,999	Unspecified
14	University	Unspecified	20,000 or more	Unspecified
15	University	Public	4,999 or less	Unspecified
16	University	Public	5,000 - 9,999	Unspecified
17	University	Public	10,000 - 19,999	Unspecified
18	University	Public	20,000 or more	Unspecified
19	University	Private	2,499 or less	Unspecified
20	University	Private	2,500 - 4,999	Unspecified
21	University	Private	5,000 or more	Unspecified
22	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
23	4-Year Colleges	Unspecified	499 or less	Unspecified
24	4-Year Colleges	Unspecified	500 - 999	Unspecified
25	4-Year Colleges	Unspecified	1,000 - 2,499	Unspecified
26	4-Year Colleges	Unspecified	2,500 - 4,999	Unspecified
27	4-Year Colleges	Unspecified	5,000 or more	Unspecified
28	4-Year Colleges	Public	2,499 or less	Unspecified
29	4-Year Colleges	Public	2,500 - 4,999	Unspecified
30	4-Year Colleges	Public	5,000 or more	Unspecified
31	4-Year Colleges	Private	499 or less	Unspecified
32	4-Year Colleges	Private	500 - 999	Unspecified
33	4-Year Colleges	Private	1,000 - 2,499	Unspecified
34	4-Year Colleges	Private	2,500 or more	Unspecified

List of Tables
(Continued)

Measure: Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
35	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
36	2-Year Colleges	Unspecified	499 or less	Unspecified
37	2-Year Colleges	Unspecified	500 - 999	Unspecified
38	2-Year Colleges	Unspecified	1,000 - 2,499	Unspecified
39	2-Year Colleges	Unspecified	2,500 - 4,999	Unspecified
40	2-Year Colleges	Unspecified	5,000 - 9,999	Unspecified
41	2-Year Colleges	Unspecified	10,000 or more	Unspecified
42	2-Year Colleges	Public	499 or less	Unspecified
43	2-Year Colleges	Public	500 - 999	Unspecified
44	2-Year Colleges	Public	1,000 - 2,499	Unspecified
45	2-Year Colleges	Public	2,500 - 4,999	Unspecified
46	2-Year Colleges	Public	5,000 - 9,999	Unspecified
47	2-Year Colleges	Public	10,000 or more	Unspecified
48	2-Year Colleges	Private	499 or less	Unspecified
49	2-Year Colleges	Private	500 or more	Unspecified
50	University	Unspecified	Unspecified	$7,499,999 or less
51	University	Unspecified	Unspecified	$7,500,000 - $14,999,999
52	University	Unspecified	Unspecified	$15,000,000 - $29,999,999
53	University	Unspecified	Unspecified	$30,000,000 - $49,999,999
54	University	Unspecified	Unspecified	$50,000,000 - $99,999,999
55	University	Unspecified	Unspecified	$100,000,000 - $149,999,999
56	University	Unspecified	Unspecified	$150,000,000 or more
57	4-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
58	4-Year Colleges	Unspecified	Unspecified	$1,500,000 - $2,499,999
59	4-Year Colleges	Unspecified	Unspecified	$2,500,000 - $4,999,999
60	4-Year Colleges	Unspecified	Unspecified	$5,000,000 - $9,999,999
61	4-Year Colleges	Unspecified	Unspecified	$10,000,000 - $24,999,999
62	4-Year Colleges	Unspecified	Unspecified	$25,000,000 or more
63	4-Year Colleges	Private	Unspecified	$1,499,999 or less
64	4-Year Colleges	Private	Unspecified	$1,500,000 - $2,499,999
65	4-Year Colleges	Private	Unspecified	$2,500,000 - $4,999,999
66	4-Year Colleges	Private	Unspecified	$5,000,000 - $7,499,999
67	4-Year Colleges	Private	Unspecified	$7,500,000 - $9,999,999
68	4-Year Colleges	Private	Unspecified	$10,000,000 or more
69	2-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
70	2-Year Colleges	Unspecified	Unspecified	$1,500,000 - $2,499,999
71	2-Year Colleges	Unspecified	Unspecified	$2,500,000 - $4,999,999
72	2-Year Colleges	Unspecified	Unspecified	$5,000,000 - $9,999,999
73	2-Year Colleges	Unspecified	Unspecified	$10,000,000 - $14,999,999
74	2-Year Colleges	Unspecified	Unspecified	$15,000,000 or more
75	2-Year Technical Institutes	Unspecified	Unspecified	Unspecified

List of Tables
(Continued)

Table Number	Special Tables
76	Comparison Between Inside Hire and Outside Hire For All Institutions
77	Comparison Between Non-Minorities and Minorities For All Institutions
78	Comparison Between Males and Females For All Institutions
79	Four Year Salary Comparison For All Institutions
80	Years of Service Non-Minorities and Minorities For All Institutions
81	Years of Service Males and Females For All Institutions
82	Summary Display Chief Executive Officers (2.0)
83	Summary Display Chief Academic Officers (4.0)
84	Summary Display Chief Business Officers (5.0)
85	Summary Display Chief Personnel/Human Resource Officers (10.0)

INTRODUCTION

Providing timely data on salaries paid to college and university administrators is more critical today than ever before. With human resource costs ranging from 65 to 85 percent of operating expenditures in our nation's colleges and universities, we must learn how to more effectively manage our limited resources. To assist with that objective, the 1983-84 *Administrative Compensation Survey* provides salary data at a time when decision-makers in higher education are evaluating compensation for administrative staff and planning budgets.

The 1983-84 *Administrative Compensation Survey* represents the seventh year that the College and University Personnel Association (CUPA) has conducted this survey on an annual basis. With each Survey we learn more about the salary data needs of higher education, and we make appropriate additions and changes to improve the methods both of collecting data and of presenting the results.

We again focused this year's survey objective on reporting data on 99 first-line administrative positions common within most higher education institutions. For the first time, we have included several Tables (see Tables 82-85) that present summary data of selected positions. Please note that data for secondary positions was not collected this year, but will be collected in the 1984-85 Survey. A continuing objective of the Survey is to develop greater use of the CUPA Special Study Reports that enable institutions to order low-cost data tailored to their specific objectives. The types of Special Study Reports are listed in Section IV p. x Special Information.

CUPA is confident that these refinements in the Survey better serve the needs of higher education. We intend with each annual Survey to learn more about higher education's growing salary data needs, so that we can continue to improve our response to those needs. To that end, the CUPA Classification and Direct Compensation Council (formerly Wage and Salary Council) has initiated a study of the Survey with an eye towards improving the usefulness of the report and educating users on the importance of Special Study data. As always, we encourage any suggestions for improved salary data collection and reporting.

I. 1983-84 SURVEY

RESPONDENTS

Survey questionnaires were sent to 2,856 higher education institutions, of which 1,523 responded. An alphabetical list of respondents appears in Appendix B, which also indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of fiscal support (public and private), system affiliation, and state residence.

The 1983-84 Survey Report is based on 1,515 usable responses from 53.0 percent of the institutions surveyed (n=2,856). The following table profiles that institutions that responded:

Institutional Classification	1983-84 Survey Respondents Number	Percent of Total
Universities	415	27
Four-year Colleges	514	34
Two-year Colleges	446	29
Other	140	10
TOTAL	1,515	100

The following identifies the respondents to the 1983-84 Survey by source of institutional support:

Institutional Classification	Institutional Support Source Public	Private	Total
Universities	277	138	415
Four-year Colleges	107	407	514
Two-year Colleges	404	42	446
Other	80	60	140
TOTAL	868	647	1,515

CHANGES FOR 1983-84 SURVEY

The 1983-84 Survey document reflects a continuing effort to initiate changes suggested by respondents and others close to CUPA. These changes include such factors as increases in the number of positions reported on, increases in the number of different tables presented, and other similar considerations.

Changes to note are as follows:

- Position Title Revision

  41.0 Director, Foreign Students

- New Position Titles

  19.0 Director, Computer Center Operations/Academic
  20.0 Director, Computer Center Operations/Administrative
  28.0 Director, Accounting
  33.0 Director, Student Activities
  66.0 Director, Admissions and Registrar

- Tables changed/added/deleted

  Table 75 Added 2-Year Technical Institutes
  Table 82 Added Summary Display Chief Executive Officers
  Table 83 Added Summary Display Chief Academic Officers
  Table 84 Added Summary Display Chief Business Officers
  Table 85 Added Summary Display Chief Personnel/Human Resource Officers

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been made. We mailed the Survey form with a letter inviting participation to Presidents of higher education institutions from a mailing list provided to CUPA by the American Council on Education (ACE). A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the Survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

-- Salaries are those in effect during the Fall of 1983.

-- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.

-- Enrollment and budget figures are for the operating year 1983-84.

-- Enrollment is stated in terms of equivalent full-time students.

-- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

-- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.

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1983-84 administrative compensation survey

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-- The FIRST QUARTILE (Q1 on Tables) divides salaries below the median into two 25 percent segments.

-- The THIRD QUARTILE (Q3 on the Tables) divides salaries above the median into two 25 percent segments.

-- Q1 and Q3, therefore, mark the interquartile range: half of all salaries -- the middle 50 percent -- fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS

SALARY INCREASES

For positions included in both the 1982-83 and 1983-84 surveys, weighted averages of median salaries rose by the following percentages:

Source of Support	Increase Over 1982-83	Institutional Classification	Increase Over 1982-83
Public	3.7%	Universities	3.3%
Private	4.9%	Four-year Colleges	5.0%
All institutions	3.7%	Two-year Colleges	4.5%

Within different families of positions, weighted averages of median salaries in all institutions increased as follows:

Job Family	Increase Over 1982-83
Academic Affairs	3.6%
Administrative Affairs	4.3%
External Affairs	3.7%
Student Affairs	4.3%
Executive Affairs	3.7%

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 76 compares median salaries of those who were promoted or transfered to their positions from within the institution ("inside hire"), and those who were hired from outside.

Incumbents are fairly evenly divided between the two sources. Median salaries of those promoted or transferred from within averaged 3.6 percent higher.

NON-MINORITY VS. MINORITIES

Median salaries in all institutions for non-minority and minority incumbents are shown on Table 77; minority salaries averaged 10.5 percent lower than non-minority salaries. Average years of service of minorities in their present positions were 14.3 percent lower than those of non-minority incumbents (see Table 80).

MALE VS. FEMALE

Table 78 lists median salaries of male and female incumbents in all institutions; women's salaries were lower with the weighted average differential between medians at 44.3 percent. Average years of service of females in their present positions are 36.4 percent lower than those of male incumbents (see Table 81).

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases for 515 institutions that have been reporting data since the 1980-81 Survey are shown on Table 79 for positions that were included in all four Survey years. A final column indicates the compound rate of change over the four-year period.

On the average, weighted median salaries for all reported positions increased by 20.8 percent since 1980. The table below details these increases:

Year	Percentage Increase
1980-81	Base Year
1981-82	8.3%
1982-83	7.1%
1983-84	4.2%

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each Survey position is tabulated in Appendix A. The mean (arithmetic average) salary for all institutions is shown at the bottom of each column in the tables.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

-- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**

- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.

- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the Survey questionnaire may be used to delimit the desired information -- singly or in any combination. Furthermore, Special Studies can now cover six consecutive Survey years (1978-79, 1979-80, 1980-81, 1981-82, 1982-83, and 1983-84).

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Standard median salary display with interquartile ranges
2. Standard median years-of-service display with interquartile ranges
3. Standard distribution of salaries display
4. Standard percent of Chief Executive Officer salary display
5. Minority/Non-minority comparison display
6. Internal/External hire comparison display
7. Male/female comparison display
8. Reporting relationship display and histogram
9. Listing of individual salary by position
10. Graphic Presentations

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study order form included with this Report provides further details on how to order a Special Study or obtain additional information (see Appendix E).

Table 1
ALL INSTITUTIONS SUMMARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 1,515.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$67,675	$56,000	$80,000	157
2.0	Chief Executive Officer, Single Institution	$58,101	$48,704	$69,780	1,319
3.0	Executive Vice President	$50,184	$40,450	$60,132	342
4.0	Chief Academic Officer	$46,600	$38,129	$55,896	1,347
5.0	Chief Business Officer	$43,500	$34,668	$53,393	1,358
6.0	Chief Student Affairs Officer	$38,340	$30,900	$46,705	1,322
7.0	Chief Development Officer	$39,491	$31,500	$47,500	772
8.0	Chief Public Relations Officer	$28,700	$21,587	$39,200	762
9.0	Chief Planning Officer	$41,848	$32,907	$50,500	247
10.0	Chief Personnel/Human Resources Officer	$33,450	$26,460	$42,017	671
11.0	Chief Health Professions Officer	$57,835	$36,327	$84,316	92
12.0	Chief Budgeting Officer	$37,260	$31,239	$44,138	396
13.0	Director, Legal Services	$45,200	$37,444	$56,000	172
14.0	Registrar	$27,600	$21,888	$34,488	1,126
16.0	Director, Learning Resources Center	$29,543	$22,952	$36,600	513
17.0	Director, Library Services	$32,050	$24,421	$40,980	1,150
18.0	Director, Computer Center	$34,500	$27,239	$42,693	877
19.0	Director, Computer Center Operations/Academic	$32,069	$25,000	$39,861	294
20.0	Director, Computer Center Operations/Administrative	$32,000	$25,583	$39,861	298
21.0	Director, Educational Media Services	$26,000	$20,304	$33,179	488
22.0	Director, Institutional Research	$32,503	$26,400	$39,700	514
23.0	Director, Special and Deferred Gifts	$29,282	$23,763	$35,800	254
24.0	Administrator, Grants and Contracts	$33,705	$25,800	$43,000	446
25.0	Director, Affirmative Action/Equal Employment	$32,000	$27,254	$38,350	340
26.0	Chaplain	$23,367	$17,289	$28,000	267
27.0	Comptroller	$34,450	$27,280	$41,071	809
28.0	Director, Accounting	$27,325	$21,000	$34,535	491
29.0	Director, Internal Audit	$31,900	$25,850	$37,850	317
30.0	Bursar	$25,500	$19,800	$32,282	329
31.0	Director, Food Services	$27,636	$20,780	$33,500	375
32.0	Chief Physical Plant/Facilities Management Officer	$31,850	$24,996	$40,040	1,208
33.0	Director, Student Activities	$24,464	$18,558	$30,670	684
34.0	Director, Purchasing	$26,998	$21,000	$33,220	710
35.0	Director, Bookstore	$19,913	$15,008	$26,076	868
36.0	Director, Campus Security	$24,640	$18,864	$31,000	785
37.0	Director, Information Systems	$37,680	$28,810	$45,958	193
38.0	Director, News Bureau	$22,910	$18,500	$28,896	267
39.0	Director, Auxiliary Services	$33,400	$25,800	$41,200	320
40.0	Director, Admissions	$30,000	$24,188	$36,000	949
41.0	Director, Foreign Students	$24,580	$20,494	$31,080	217
42.0	Director, International Studies Education	$33,600	$25,168	$44,300	123
43.0	Director, Student Financial Aid	$26,380	$20,500	$32,057	1,250
44.0	Director, Student Placement	$25,398	$20,492	$30,864	863
45.0	Director, Student Counseling	$29,700	$24,200	$35,760	827
46.0	Director, Student Union	$27,500	$22,000	$34,000	360
47.0	Director, Student Health Services (Physician Administrator)	$53,032	$39,091	$62,250	296
48.0	Director, Student Health Services (Nurse Administrator)	$19,721	$15,912	$23,564	502
49.0	Director, Student Housing	$22,300	$17,600	$29,398	646
50.0	Director, Athletics	$34,296	$27,500	$42,120	826
53.0	Director, Campus Recreation/Intramurals	$24,297	$19,000	$29,556	339
54.0	Director, Alumni Affairs	$24,436	$19,500	$30,000	682
55.0	Director, Information Office	$26,965	$21,866	$34,000	370
56.0	Director, Community Services	$30,000	$24,823	$37,093	272
57.0	Administrator, Hospital Medical Center	$75,000	$60,000	$92,500	49
58.0	Director, Publications	$25,165	$20,952	$30,675	331
59.0	Director, Risk Management and Insurance	$32,455	$27,105	$40,000	96
60.0	Chief Planning and Budget Officer	$43,368	$35,095	$55,000	82
61.0	Chief Development and Public Relations Officer	$44,000	$30,803	$53,564	191
62.0	Director, Personnel and Affirmative Action	$29,285	$22,320	$36,875	236
63.0	Director, Admissions and Financial Aid	$32,335	$26,350	$41,000	129
65.0	Director, Development and Alumni Affairs	$31,500	$27,182	$42,167	82
66.0	Director, Admissions and Registrar	$34,098	$28,150	$38,940	167
67.0	Dean, Architecture	$54,500	$49,500	$62,000	61
68.0	Dean, Agriculture	$52,500	$41,200	$63,700	89
69.0	Dean, Arts and Letters	$43,500	$35,500	$51,570	101
70.0	Dean, Arts and Sciences	$48,800	$40,355	$56,240	368
71.0	Dean, Business	$45,500	$36,091	$55,400	605
72.0	Dean, Communications	$40,657	$33,584	$50,000	93
73.0	Dean, Continuing Education	$37,000	$29,844	$45,000	536
74.0	Dean, Dentistry	$74,808	$70,000	$85,000	50
75.0	Dean, Education	$46,200	$39,235	$54,000	395
76.0	Dean, Engineering	$55,824	$41,496	$67,000	234
78.0	Dean, Extension	$41,663	$33,862	$52,500	78
79.0	Dean, Fine Arts	$42,300	$34,928	$50,400	183
80.0	Dean, Graduate Programs	$48,000	$40,189	$56,682	352
81.0	Dean, Health Related Professions	$41,547	$34,936	$49,200	188
83.0	Dean, Humanities	$37,088	$30,640	$45,958	206
85.0	Dean, Law	$72,475	$63,000	$79,860	137
86.0	Dean, Library and Information Sciences	$47,904	$41,600	$54,881	61
87.0	Dean, Mathematics	$36,235	$31,048	$42,700	116
88.0	Dean, Medicine	$98,000	$82,000	$119,000	73
89.0	Dean, Music	$41,145	$30,692	$55,031	82
90.0	Dean, Nursing	$40,863	$33,317	$52,000	299
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,279	$33,422	$44,831	233
92.0	Dean, Pharmacy	$59,730	$53,133	$67,700	54
94.0	Dean, Sciences	$40,215	$34,933	$48,072	256
95.0	Dean, Social Sciences	$37,950	$31,722	$43,922	218
96.0	Dean, Social Work	$50,000	$38,262	$60,000	75
98.0	Dean, Undergraduate Programs	$44,099	$36,550	$52,000	81

Table 2
PUBLIC INSTITUTIONS SUMMARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 868.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$67,675	$56,870	$80,000	130
2.0	Chief Executive Officer, Single Institution	$57,960	$50,295	$67,180	736
3.0	Executive Vice President	$52,187	$43,438	$59,900	189
4.0	Chief Academic Officer	$48,700	$40,790	$57,600	774
5.0	Chief Business Officer	$45,366	$36,732	$54,392	784
6.0	Chief Student Affairs Officer	$41,403	$35,845	$48,763	764
7.0	Chief Development Officer	$40,000	$33,000	$47,479	301
8.0	Chief Public Relations Officer	$32,000	$24,675	$42,117	400
9.0	Chief Planning Officer	$43,108	$36,380	$49,968	161
10.0	Chief Personnel/Human Resources Officer	$35,766	$29,425	$43,730	443
11.0	Chief Health Professions Officer	$52,545	$38,316	$82,000	66
12.0	Chief Budgeting Officer	$38,100	$31,250	$44,400	305
13.0	Director, Legal Services	$45,000	$37,200	$55,121	127
14.0	Registrar	$31,713	$26,000	$36,960	555
15.0	Director, Church Relations	$35,124	$26,298	$36,816	5
16.0	Director, Learning Resources Center	$32,436	$26,900	$38,730	365
17.0	Director, Library Services	$36,324	$30,010	$44,554	589
18.0	Director, Computer Center	$36,580	$30,050	$43,998	545
19.0	Director, Computer Center Operations/Academic	$32,952	$26,273	$41,300	150
20.0	Director, Computer Center Operations/Administrative	$35,500	$29,352	$41,854	154
21.0	Director, Educational Media Services	$29,218	$23,705	$36,500	311
22.0	Director, Institutional Research	$33,749	$27,972	$40,200	368
23.0	Director, Special and Deferred Gifts	$32,400	$27,290	$40,000	56
24.0	Administrator, Grants and Contracts	$36,100	$28,500	$44,028	296
25.0	Director, Affirmative Action/Equal Employment	$31,900	$27,590	$37,700	269
27.0	Comptroller	$36,200	$29,928	$42,000	417
28.0	Director, Accounting	$30,200	$24,837	$35,630	287
29.0	Director, Internal Audit	$32,006	$26,592	$37,800	232
30.0	Bursar	$27,888	$21,324	$32,652	191
31.0	Director, Food Services	$29,150	$22,748	$34,584	206
32.0	Chief Physical Plant/Facilities Management Officer	$34,237	$27,814	$41,520	689
33.0	Director, Student Activities	$26,942	$21,996	$33,700	401
34.0	Director, Purchasing	$28,365	$22,522	$34,236	469
35.0	Director, Bookstore	$22,242	$17,792	$28,700	469
36.0	Director, Campus Security	$26,602	$21,840	$34,017	463
37.0	Director, Information Systems	$37,680	$30,624	$45,269	132
38.0	Director, News Bureau	$26,806	$21,528	$30,613	126
39.0	Director, Auxiliary Services	$34,707	$27,204	$41,200	216
40.0	Director, Admissions	$31,428	$26,800	$36,836	457
41.0	Director, Foreign Students	$26,817	$22,440	$32,996	122
43.0	Director, Student Financial Aid	$29,000	$24,353	$33,900	705
44.0	Director, Student Placement	$28,415	$23,100	$33,000	456
45.0	Director, Student Counseling	$32,441	$27,318	$37,668	515
46.0	Director, Student Union	$30,100	$24,192	$35,148	238
47.0	Director, Student Health Services (Physician Administrator)	$54,690	$46,373	$62,460	192
48.0	Director, Student Health Services (Nurse Administrator)	$21,686	$18,918	$26,000	211
49.0	Director, Student Housing	$27,100	$21,938	$34,023	290
50.0	Director, Athletics	$37,915	$31,608	$44,591	433
53.0	Director, Campus Recreation/Intramurals	$25,091	$20,700	$31,471	223
54.0	Director, Alumni Affairs	$27,000	$23,295	$32,500	249
55.0	Director, Information Office	$28,380	$24,201	$35,322	226
56.0	Director, Community Services	$31,188	$26,250	$37,781	223
57.0	Administrator, Hospital Medical Center	$72,930	$60,125	$85,008	37
58.0	Director, Publications	$27,326	$23,188	$31,981	166
59.0	Director, Risk Management and Insurance	$32,455	$27,150	$38,480	64
60.0	Chief Planning and Budget Officer	$43,368	$35,530	$50,903	52
61.0	Chief Development and Public Relations Officer	$43,700	$30,950	$52,500	105
62.0	Director, Personnel and Affirmative Action	$30,529	$23,985	$37,954	151
63.0	Director, Admissions and Financial Aid	$30,192	$26,350	$36,800	49
65.0	Director, Development and Alumni Affairs	$35,000	$28,840	$42,332	52
66.0	Director, Admissions and Registrar	$34,705	$29,379	$39,324	143
67.0	Dean, Architecture	$54,450	$49,640	$61,750	46
68.0	Dean, Agriculture	$52,500	$41,748	$63,700	85
69.0	Dean, Arts and Letters	$43,984	$36,000	$52,248	78
70.0	Dean, Arts and Sciences	$48,288	$41,894	$56,100	250
71.0	Dean, Business	$45,475	$37,050	$54,168	433
72.0	Dean, Communications	$41,000	$34,833	$48,607	70
73.0	Dean, Continuing Education	$38,823	$31,289	$45,516	368
74.0	Dean, Dentistry	$74,000	$67,484	$85,320	35
75.0	Dean, Education	$48,000	$42,408	$54,500	298
76.0	Dean, Engineering	$54,319	$39,200	$65,000	175
78.0	Dean, Extension	$42,150	$34,812	$54,613	61
79.0	Dean, Fine Arts	$45,055	$37,211	$50,400	128
80.0	Dean, Graduate Programs	$50,000	$44,290	$57,600	230
81.0	Dean, Health Related Professions	$41,800	$36,020	$49,000	168
82.0	Dean, Home Economics	$47,687	$40,000	$57,620	62
83.0	Dean, Humanities	$39,141	$33,800	$47,498	145
85.0	Dean, Law	$70,000	$62,000	$77,500	67
86.0	Dean, Library and Information Sciences	$47,904	$42,000	$54,881	47
87.0	Dean, Mathematics	$37,780	$34,079	$43,600	87
88.0	Dean, Medicine	$92,160	$78,870	$110,225	52
89.0	Dean, Music	$45,372	$38,800	$56,374	37
90.0	Dean, Nursing	$41,842	$35,033	$53,300	211
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,489	$33,450	$45,156	227
92.0	Dean, Pharmacy	$60,100	$54,809	$68,263	42
94.0	Dean, Sciences	$41,886	$36,979	$49,632	190
95.0	Dean, Social Sciences	$38,860	$34,971	$44,972	156
96.0	Dean, Social Work	$52,500	$44,280	$60,732	50
98.0	Dean, Undergraduate Programs	$45,333	$39,135	$52,000	47
99.0	Dean, Veterinary Medicine	$66,900	$64,000	$70,000	21

Table 3
PRIVATE INSTITUTIONS SUMMARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 647.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$62,325	$45,500	$85,000	27
2.0	Chief Executive Officer, Single Institution	$59,625	$46,265	$75,000	583
3.0	Executive Vice President	$45,500	$36,877	$61,500	153
4.0	Chief Academic Officer	$42,000	$33,906	$52,636	573
5.0	Chief Business Officer	$40,000	$31,320	$51,450	574
6.0	Chief Student Affairs Officer	$32,600	$25,935	$40,600	558
7.0	Chief Development Officer	$39,000	$30,000	$47,503	471
8.0	Chief Public Relations Officer	$25,080	$19,000	$34,200	362
9.0	Chief Planning Officer	$38,000	$29,000	$53,000	86
10.0	Chief Personnel/Human Resources Officer	$29,000	$22,075	$36,250	228
11.0	Chief Health Professions Officer	$60,000	$29,280	$98,430	26
12.0	Chief Budgeting Officer	$36,000	$30,800	$44,000	91
13.0	Director, Legal Services	$50,000	$39,590	$64,000	45
14.0	Registrar	$24,363	$19,487	$29,900	571
15.0	Director, Church Relations	$25,200	$18,800	$30,400	91
16.0	Director, Learning Resources Center	$22,500	$18,396	$26,980	148
17.0	Director, Library Services	$27,450	$21,200	$35,000	561
18.0	Director, Computer Center	$30,400	$24,000	$38,300	332
19.0	Director, Computer Center Operations/Academic	$31,000	$25,000	$37,800	144
20.0	Director, Computer Center Operations/Administrative	$28,000	$21,000	$36,000	144
21.0	Director, Educational Media Services	$20,950	$17,280	$24,600	177
22.0	Director, Institutional Research	$27,445	$21,160	$36,335	146
23.0	Director, Special and Deferred Gifts	$28,400	$23,084	$34,000	198
24.0	Administrator, Grants and Contracts	$27,200	$21,780	$37,440	150
25.0	Director, Affirmative Action/Equal Employment	$32,000	$25,500	$40,100	71
26.0	Chaplain	$22,977	$17,010	$27,480	258
27.0	Comptroller	$31,300	$24,550	$39,250	392
28.0	Director, Accounting	$23,100	$18,000	$30,420	204
29.0	Director, Internal Audit	$30,500	$23,500	$37,850	85
30.0	Bursar	$22,800	$17,264	$30,450	138
31.0	Director, Food Services	$25,000	$18,996	$31,350	169
32.0	Chief Physical Plant/Facilities Management Officer	$28,320	$22,000	$36,504	519
33.0	Director, Student Activities	$19,719	$16,000	$25,000	283
34.0	Director, Purchasing	$24,240	$18,010	$31,000	241
35.0	Director, Bookstore	$16,650	$13,000	$22,000	399
36.0	Director, Campus Security	$21,408	$16,029	$27,455	322
37.0	Director, Information Systems	$37,020	$24,960	$47,200	61
38.0	Director, News Bureau	$19,800	$17,000	$24,497	141
39.0	Director, Auxiliary Services	$30,400	$22,700	$40,000	104
40.0	Director, Admissions	$28,800	$22,598	$35,200	492
41.0	Director, Foreign Students	$22,440	$17,442	$28,932	95
42.0	Director, International Studies Education	$27,300	$20,100	$36,667	49
43.0	Director, Student Financial Aid	$22,484	$17,808	$28,560	545
44.0	Director, Student Placement	$22,050	$18,020	$26,800	407
45.0	Director, Student Counseling	$25,000	$19,760	$31,382	312
46.0	Director, Student Union	$22,000	$17,500	$28,500	122
47.0	Director, Student Health Services (Physician Administrator)	$47,389	$25,000	$60,454	104
48.0	Director, Student Health Services (Nurse Administrator)	$17,820	$14,400	$21,493	291
49.0	Director, Student Housing	$19,250	$15,600	$24,754	356
50.0	Director, Athletics	$30,143	$23,540	$37,775	393
51.0	Director, Athletics/Men	$31,072	$26,900	$33,864	33
52.0	Director, Athletics/Women	$23,604	$19,200	$29,280	85
53.0	Director, Campus Recreation/Intramurals	$20,000	$16,120	$27,175	116
54.0	Director, Alumni Affairs	$22,087	$18,000	$28,000	433
55.0	Director, Information Office	$23,000	$18,375	$30,000	144
56.0	Director, Community Services	$21,000	$16,800	$29,743	49
57.0	Administrator, Hospital Medical Center	$87,006	$42,000	$94,340	12
58.0	Director, Publications	$22,906	$19,000	$28,000	165
59.0	Director, Risk Management and Insurance	$31,700	$25,600	$40,669	32
60.0	Chief Planning and Budget Officer	$43,000	$31,585	$67,000	30
61.0	Chief Development and Public Relations Officer	$44,000	$30,000	$55,704	86
62.0	Director, Personnel and Affirmative Action	$27,452	$19,768	$33,700	85
63.0	Director, Admissions and Financial Aid	$33,660	$25,228	$42,400	80
65.0	Director, Development and Alumni Affairs	$27,600	$22,000	$40,962	30
66.0	Director, Admissions and Registrar	$26,500	$22,250	$34,550	24
69.0	Dean, Arts and Letters	$40,224	$30,175	$49,680	23
70.0	Dean, Arts and Sciences	$49,117	$36,900	$57,500	118
71.0	Dean, Business	$45,500	$33,705	$59,675	172
72.0	Dean, Communications	$34,487	$24,000	$56,200	23
73.0	Dean, Continuing Education	$33,000	$25,740	$41,388	168
74.0	Dean, Dentistry	$79,499	$73,507	$85,000	15
75.0	Dean, Education	$39,433	$31,200	$49,300	97
76.0	Dean, Engineering	$59,700	$50,000	$75,000	59
79.0	Dean, Fine Arts	$37,600	$28,461	$49,200	55
80.0	Dean, Graduate Programs	$41,000	$32,492	$52,765	122
81.0	Dean, Health Related Professions	$30,000	$27,333	$50,000	20
83.0	Dean, Humanities	$30,693	$25,500	$37,196	61
85.0	Dean, Law	$74,214	$64,600	$81,200	70
86.0	Dean, Library and Information Sciences	$47,600	$37,400	$63,000	14
87.0	Dean, Mathematics	$30,133	$24,888	$36,020	29
88.0	Dean, Medicine	$121,000	$98,000	$130,000	21
89.0	Dean, Music	$38,454	$24,833	$46,500	45
90.0	Dean, Nursing	$38,000	$31,752	$48,300	88
94.0	Dean, Sciences	$33,583	$28,597	$40,725	66
95.0	Dean, Social Sciences	$29,589	$24,914	$40,244	62
96.0	Dean, Social Work	$38,262	$30,801	$59,650	25
97.0	Dean, Special Programs	$28,339	$20,840	$33,100	29
98.0	Dean, Undergraduate Programs	$39,453	$35,650	$54,300	34

Table 4
PRIVATE INDEPENDENT INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 350.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,200	$50,000	$85,000	15
2.0	Chief Executive Officer, Single Institution	$65,000	$54,075	$83,000	309
3.0	Executive Vice President	$54,500	$42,000	$70,000	92
4.0	Chief Academic Officer	$47,430	$38,500	$58,100	306
5.0	Chief Business Officer	$45,000	$36,520	$58,000	294
6.0	Chief Student Affairs Officer	$36,000	$28,752	$45,000	297
7.0	Chief Development Officer	$43,000	$35,210	$53,727	238
8.0	Chief Public Relations Officer	$29,796	$21,000	$38,500	199
9.0	Chief Planning Officer	$41,000	$30,000	$53,000	56
10.0	Chief Personnel/Human Resources Officer	$30,313	$23,460	$37,525	156
11.0	Chief Health Professions Officer	$64,000	$43,620	$133,000	13
12.0	Chief Budgeting Officer	$36,300	$32,000	$44,000	62
13.0	Director, Legal Services	$50,000	$37,100	$66,000	35
14.0	Registrar	$26,000	$21,000	$32,800	319
15.0	Director, Church Relations	$26,000	$19,250	$31,545	20
16.0	Director, Learning Resources Center	$23,261	$20,000	$27,333	77
17.0	Director, Library Services	$30,913	$22,832	$38,040	312
18.0	Director, Computer Center	$34,744	$27,500	$43,880	177
19.0	Director, Computer Center Operations/Academic	$32,400	$25,000	$40,500	97
20.0	Director, Computer Center Operations/Administrative	$30,800	$23,800	$37,800	96
21.0	Director, Educational Media Services	$22,200	$18,000	$28,100	100
22.0	Director, Institutional Research	$30,450	$25,820	$38,500	92
23.0	Director, Special and Deferred Gifts	$30,750	$25,000	$38,100	110
24.0	Administrator, Grants and Contracts	$29,764	$23,625	$45,000	93
25.0	Director, Affirmative Action/Equal Employment	$32,000	$25,000	$39,650	58
26.0	Chaplain	$24,711	$17,965	$32,000	108
27.0	Comptroller	$35,370	$28,350	$43,000	233
28.0	Director, Accounting	$24,500	$19,748	$35,000	125
29.0	Director, Internal Audit	$30,602	$23,500	$40,000	61
30.0	Bursar	$23,300	$18,400	$31,500	101
31.0	Director, Food Services	$28,350	$22,441	$37,100	94
32.0	Chief Physical Plant/Facilities Management Officer	$32,500	$25,000	$40,775	290
33.0	Director, Student Activities	$20,339	$16,324	$26,000	167
34.0	Director, Purchasing	$26,300	$20,000	$32,760	157
35.0	Director, Bookstore	$18,430	$14,850	$25,680	207
36.0	Director, Campus Security	$24,000	$18,500	$29,400	198
37.0	Director, Information Systems	$38,630	$26,400	$49,000	47
38.0	Director, News Bureau	$20,140	$17,912	$27,750	83
39.0	Director, Auxiliary Services	$32,400	$25,250	$44,200	67
40.0	Director, Admissions	$32,500	$25,404	$38,982	279
41.0	Director, Foreign Students	$23,000	$20,000	$29,605	54
42.0	Director, International Studies Education	$27,000	$20,000	$36,667	29
43.0	Director, Student Financial Aid	$25,200	$19,444	$31,200	303
44.0	Director, Student Placement	$24,274	$19,536	$29,250	244
45.0	Director, Student Counseling	$26,400	$20,400	$32,883	174
46.0	Director, Student Union	$25,300	$20,262	$30,400	65
47.0	Director, Student Health Services (Physician Administrator)	$51,840	$33,350	$65,967	74
48.0	Director, Student Health Services (Nurse Administrator)	$19,314	$16,112	$23,100	150
49.0	Director, Student Housing	$20,800	$16,524	$27,100	197
50.0	Director, Athletics	$34,000	$26,300	$41,455	207
51.0	Director, Athletics/Men	$31,700	$29,600	$35,980	20
52.0	Director, Athletics/Women	$24,667	$19,500	$31,205	48
53.0	Director, Campus Recreation/Intramurals	$22,500	$16,667	$29,000	70
54.0	Director, Alumni Affairs	$24,500	$19,462	$30,000	241
55.0	Director, Information Office	$25,992	$19,822	$33,000	87
56.0	Director, Community Services	$22,248	$19,850	$31,200	32
57.0	Administrator, Hospital Medical Center	$92,500	$42,000	$94,340	9
58.0	Director, Publications	$23,100	$19,900	$28,560	112
59.0	Director, Risk Management and Insurance	$38,550	$27,634	$40,700	25
60.0	Chief Planning and Budget Officer	$44,100	$31,585	$67,000	24
61.0	Chief Development and Public Relations Officer	$45,024	$33,705	$57,000	48
62.0	Director, Personnel and Affirmative Action	$29,000	$22,391	$36,000	54
63.0	Director, Admissions and Financial Aid	$39,000	$29,744	$50,500	38
64.0	Director, Housing and Food Services	$40,750	$27,820	$49,000	10
65.0	Director, Development and Alumni Affairs	$27,600	$22,000	$40,962	23
66.0	Director, Admissions and Registrar	$28,350	$23,604	$38,000	13
67.0	Dean, Architecture	$58,500	$47,000	$70,000	14
69.0	Dean, Arts and Letters	$43,600	$35,140	$51,400	15
70.0	Dean, Arts and Sciences	$52,500	$39,550	$64,200	72
71.0	Dean, Business	$50,000	$34,100	$66,000	99
72.0	Dean, Communications	$43,500	$33,067	$69,750	18
73.0	Dean, Continuing Education	$34,677	$27,300	$47,000	103
74.0	Dean, Dentistry	$81,000	$75,500	$85,000	10
75.0	Dean, Education	$45,000	$33,700	$51,185	52
76.0	Dean, Engineering	$64,000	$52,200	$78,000	45
79.0	Dean, Fine Arts	$44,000	$31,573	$55,000	31
80.0	Dean, Graduate Programs	$44,500	$36,500	$58,002	73
83.0	Dean, Humanities	$32,400	$25,511	$40,100	32
85.0	Dean, Law	$78,000	$70,000	$85,000	44
86.0	Dean, Library and Information Sciences	$51,000	$47,600	$64,500	10
87.0	Dean, Mathematics	$30,133	$24,327	$36,283	16
88.0	Dean, Medicine	$121,000	$102,000	$133,000	17
89.0	Dean, Music	$43,950	$34,267	$60,100	25
90.0	Dean, Nursing	$39,710	$32,759	$50,000	47
93.0	Dean, Public Health	$66,000	$53,700	$95,500	5
94.0	Dean, Sciences	$40,520	$29,212	$50,400	33
95.0	Dean, Social Sciences	$33,428	$27,500	$43,687	30
96.0	Dean, Social Work	$47,000	$37,198	$60,500	15
97.0	Dean, Special Programs	$32,376	$28,339	$40,000	13
98.0	Dean, Undergraduate Programs	$46,625	$35,650	$55,500	28

Table 5
PRIVATE RELIGIOUS INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private Religious. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 297.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$50,700	$31,216	$75,000	12
2.0	Chief Executive Officer, Single Institution	$50,000	$41,870	$62,400	274
3.0	Executive Vice President	$37,838	$31,200	$45,500	61
4.0	Chief Academic Officer	$37,000	$31,882	$44,890	267
5.0	Chief Business Officer	$34,688	$29,000	$44,000	280
6.0	Chief Student Affairs Officer	$29,164	$25,000	$36,000	261
7.0	Chief Development Officer	$33,900	$27,636	$42,000	233
8.0	Chief Public Relations Officer	$22,000	$17,800	$27,600	163
9.0	Chief Planning Officer	$32,000	$28,400	$43,360	30
10.0	Chief Personnel/Human Resources Officer	$27,000	$20,000	$34,300	72
11.0	Chief Health Professions Officer	$60,000	$25,500	$87,780	13
12.0	Chief Budgeting Officer	$35,000	$29,750	$42,000	29
13.0	Director, Legal Services	$50,000	$42,500	$62,500	10
14.0	Registrar	$22,996	$18,180	$27,500	252
15.0	Director, Church Relations	$25,000	$18,640	$30,000	71
16.0	Director, Learning Resources Center	$22,365	$17,680	$25,882	71
17.0	Director, Library Services	$24,088	$21,000	$29,750	249
18.0	Director, Computer Center	$26,243	$21,840	$32,400	155
19.0	Director, Computer Center Operations/Academic	$27,040	$23,000	$33,000	47
20.0	Director, Computer Center Operations/Administrative	$25,200	$17,733	$31,100	48
21.0	Director, Educational Media Services	$19,800	$17,200	$22,759	77
22.0	Director, Institutional Research	$23,000	$18,950	$29,850	54
23.0	Director, Special and Deferred Gifts	$26,000	$21,000	$30,000	88
24.0	Administrator, Grants and Contracts	$24,400	$21,000	$32,500	57
25.0	Director, Affirmative Action/Equal Employment	$33,000	$29,850	$45,000	13
26.0	Chaplain	$22,000	$16,202	$26,100	150
27.0	Comptroller	$26,600	$21,510	$33,767	159
28.0	Director, Accounting	$20,800	$16,900	$26,558	79
29.0	Director, Internal Audit	$27,350	$20,532	$34,116	24
30.0	Bursar	$19,440	$15,370	$26,964	37
31.0	Director, Food Services	$21,000	$17,500	$27,400	75
32.0	Chief Physical Plant/Facilities Management Officer	$24,486	$20,300	$30,000	229
33.0	Director, Student Activities	$18,750	$15,818	$22,000	116
34.0	Director, Purchasing	$20,700	$16,200	$26,640	84
35.0	Director, Bookstore	$15,000	$12,000	$19,448	192
36.0	Director, Campus Security	$17,744	$14,000	$22,470	124
37.0	Director, Information Systems	$31,950	$21,186	$41,844	14
38.0	Director, News Bureau	$19,000	$16,238	$23,329	58
39.0	Director, Auxiliary Services	$25,300	$21,377	$34,690	37
40.0	Director, Admissions	$24,254	$21,000	$30,000	213
41.0	Director, Foreign Students	$19,958	$14,800	$25,277	41
42.0	Director, International Studies Education	$27,560	$22,000	$34,824	20
43.0	Director, Student Financial Aid	$19,626	$16,853	$24,840	242
44.0	Director, Student Placement	$20,450	$17,300	$23,177	163
45.0	Director, Student Counseling	$24,164	$18,800	$30,000	138
46.0	Director, Student Union	$20,875	$16,008	$25,000	57
47.0	Director, Student Health Services (Physician Administrator)	$26,563	$17,721	$47,539	30
48.0	Director, Student Health Services (Nurse Administrator)	$16,000	$12,859	$20,000	141
49.0	Director, Student Housing	$18,000	$15,000	$21,550	159
50.0	Director, Athletics	$27,135	$21,600	$32,875	186
51.0	Director, Athletics/Men	$28,290	$24,800	$32,600	13
52.0	Director, Athletics/Women	$22,667	$17,830	$25,600	37
53.0	Director, Campus Recreation/Intramurals	$17,894	$15,744	$23,800	46
54.0	Director, Alumni Affairs	$20,237	$16,848	$25,000	192
55.0	Director, Information Office	$20,000	$16,275	$25,900	57
56.0	Director, Community Services	$16,800	$15,375	$20,540	17
58.0	Director, Publications	$22,115	$17,000	$26,119	53
59.0	Director, Risk Management and Insurance	$25,600	$25,425	$35,750	7
60.0	Chief Planning and Budget Officer	$33,500	$29,068	$71,000	6
61.0	Chief Development and Public Relations Officer	$36,400	$26,200	$50,000	38
62.0	Director, Personnel and Affirmative Action	$21,925	$18,615	$31,780	31
63.0	Director, Admissions and Financial Aid	$30,500	$25,000	$36,000	42
65.0	Director, Development and Alumni Affairs	$30,000	$17,550	$42,800	7
66.0	Director, Admissions and Registrar	$25,042	$20,000	$28,736	11
69.0	Dean, Arts and Letters	$28,536	$17,808	$39,200	8
70.0	Dean, Arts and Sciences	$43,300	$35,500	$51,219	46
71.0	Dean, Business	$42,800	$32,400	$53,248	73
72.0	Dean, Communications	$27,856	$20,908	$29,000	5
73.0	Dean, Continuing Education	$29,818	$23,780	$37,105	65
74.0	Dean, Dentistry	$73,507	$67,900	$77,500	5
75.0	Dean, Education	$34,860	$29,740	$41,000	45
76.0	Dean, Engineering	$53,500	$48,000	$59,700	14
78.0	Dean, Extension	$36,767	$27,000	$43,900	8
79.0	Dean, Fine Arts	$33,333	$26,984	$39,345	24
80.0	Dean, Graduate Programs	$35,588	$30,000	$44,023	49
81.0	Dean, Health Related Professions	$28,056	$27,333	$37,000	9
83.0	Dean, Humanities	$30,267	$24,368	$34,000	29
85.0	Dean, Law	$65,426	$60,400	$73,500	26
87.0	Dean, Mathematics	$28,546	$24,888	$33,600	13
89.0	Dean, Music	$29,300	$23,333	$38,000	20
90.0	Dean, Nursing	$33,600	$30,000	$45,000	41
94.0	Dean, Sciences	$32,000	$26,933	$36,944	33
95.0	Dean, Social Sciences	$28,267	$22,980	$35,110	32
96.0	Dean, Social Work	$30,133	$27,064	$46,277	10
97.0	Dean, Special Programs	$24,667	$19,760	$29,656	16
98.0	Dean, Undergraduate Programs	$37,500	$34,300	$38,797	6

Table 6
THEOLOGICAL SEMINARIES

MEASURE: Salary. **CLASSIFICATION(S):** Theology Sem. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 32.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$46,000	$37,000	$50,225	30
4.0	Chief Academic Officer	$34,000	$25,452	$41,520	26
5.0	Chief Business Officer	$34,095	$24,757	$38,568	27
6.0	Chief Student Affairs Officer	$22,208	$17,500	$28,156	16
7.0	Chief Development Officer	$29,400	$26,775	$37,000	21
8.0	Chief Public Relations Officer	$22,984	$19,300	$27,734	6
14.0	Registrar	$19,000	$16,300	$24,000	22
15.0	Director, Church Relations	$26,000	$21,700	$27,536	6
17.0	Director, Library Services	$26,200	$21,249	$31,520	27
18.0	Director, Computer Center	$24,000	$24,000	$24,800	5
23.0	Director, Special and Deferred Gifts	$25,858	$24,750	$30,000	6
27.0	Comptroller	$24,863	$21,880	$28,650	9
31.0	Director, Food Services	$15,515	$13,000	$18,600	8
32.0	Chief Physical Plant/Facilities Management Officer	$22,050	$19,110	$26,000	17
35.0	Director, Bookstore	$13,333	$7,621	$19,500	8
40.0	Director, Admissions	$22,500	$20,250	$24,609	10
43.0	Director, Student Financial Aid	$24,912	$19,500	$34,701	7
54.0	Director, Alumni Affairs	$23,428	$18,000	$25,764	7

Table 7
MEDICAL SCHOOLS OR CENTERS

MEASURE: Salary. **CLASSIFICATION(S):** Medical School. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 29.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$90,375	$83,930	$120,000	25
3.0	Executive Vice President	$70,400	$57,811	$86,320	12
4.0	Chief Academic Officer	$69,200	$63,000	$96,470	18
5.0	Chief Business Officer	$62,146	$49,238	$80,060	19
6.0	Chief Student Affairs Officer	$44,350	$40,000	$52,400	18
7.0	Chief Development Officer	$41,500	$39,200	$44,200	12
8.0	Chief Public Relations Officer	$35,000	$28,750	$48,972	15
9.0	Chief Planning Officer	$45,816	$39,000	$58,936	10
10.0	Chief Personnel/Human Resources Officer	$45,080	$39,384	$48,900	19
11.0	Chief Health Professions Officer	$78,168	$66,676	$79,125	5
12.0	Chief Budgeting Officer	$43,622	$36,860	$50,000	19
13.0	Director, Legal Services	$40,000	$38,250	$44,710	9
14.0	Registrar	$31,892	$30,100	$37,550	18
16.0	Director, Learning Resources Center	$31,420	$22,440	$57,300	8
17.0	Director, Library Services	$41,659	$33,093	$49,760	28
18.0	Director, Computer Center	$46,368	$41,340	$50,240	20
19.0	Director, Computer Center Operations/Academic	$58,300	$38,450	$59,900	6
20.0	Director, Computer Center Operations/Administrative	$44,000	$40,550	$55,032	7
21.0	Director, Educational Media Services	$45,000	$34,308	$50,000	9
22.0	Director, Institutional Research	$36,860	$33,000	$41,600	8
24.0	Administrator, Grants and Contracts	$37,445	$32,500	$46,800	22
25.0	Director, Affirmative Action/Equal Employment	$29,295	$27,300	$37,751	16
27.0	Comptroller	$44,850	$40,000	$52,400	16
28.0	Director, Accounting	$37,100	$29,500	$44,900	16
29.0	Director, Internal Audit	$35,400	$30,311	$37,800	16
30.0	Bursar	$29,900	$26,364	$33,752	7
31.0	Director, Food Services	$31,048	$20,975	$33,456	8
32.0	Chief Physical Plant/Facilities Management Officer	$47,071	$40,000	$51,504	27
33.0	Director, Student Activities	$27,425	$25,065	$32,185	6
34.0	Director, Purchasing	$36,000	$29,364	$40,656	25
35.0	Director, Bookstore	$19,500	$17,588	$25,870	14
36.0	Director, Campus Security	$34,730	$29,058	$37,800	21
37.0	Director, Information Systems	$44,230	$32,665	$47,000	8
39.0	Director, Auxiliary Services	$34,304	$23,543	$43,200	12
40.0	Director, Admissions	$32,556	$25,516	$38,553	9
43.0	Director, Student Financial Aid	$29,000	$23,958	$34,175	24
47.0	Director, Student Health Services (Physician Administrator)	$62,768	$52,205	$67,802	12
48.0	Director, Student Health Services (Nurse Administrator)	$24,876	$24,424	$27,348	7
49.0	Director, Student Housing	$20,852	$17,413	$30,597	7
54.0	Director, Alumni Affairs	$26,000	$21,000	$30,979	10
55.0	Director, Information Office	$34,320	$30,000	$35,700	6
57.0	Administrator, Hospital Medical Center	$70,103	$64,109	$90,094	14
59.0	Director, Risk Management and Insurance	$28,890	$27,500	$42,057	6
61.0	Chief Development and Public Relations Officer	$52,500	$51,150	$56,600	5
62.0	Director, Personnel and Affirmative Action	$31,000	$21,400	$42,357	8
66.0	Director, Admissions and Registrar	$34,111	$26,000	$35,250	5
74.0	Dean, Dentistry	$74,999	$71,500	$85,175	13
80.0	Dean, Graduate Programs	$66,673	$61,125	$90,500	9
81.0	Dean, Health Related Professions	$58,640	$44,000	$68,700	11
88.0	Dean, Medicine	$93,600	$84,044	$115,000	14
90.0	Dean, Nursing	$60,000	$53,300	$68,905	15
92.0	Dean, Pharmacy	$55,825	$42,000	$62,959	7

Table 8
TRADITIONALLY BLACK INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$56,000	$48,120	$61,776	27
3.0	Executive Vice President	$38,368	$31,566	$45,904	10
4.0	Chief Academic Officer	$43,353	$36,496	$50,734	30
5.0	Chief Business Officer	$41,992	$35,055	$49,329	30
6.0	Chief Student Affairs Officer	$36,459	$29,568	$42,000	30
7.0	Chief Development Officer	$30,135	$26,549	$40,466	23
8.0	Chief Public Relations Officer	$25,100	$16,000	$29,412	21
9.0	Chief Planning Officer	$31,342	$29,000	$39,586	5
10.0	Chief Personnel/Human Resources Officer	$27,894	$23,616	$32,076	17
12.0	Chief Budgeting Officer	$25,971	$24,732	$32,300	7
14.0	Registrar	$26,522	$21,750	$30,144	26
16.0	Director, Learning Resources Center	$29,000	$17,670	$38,241	11
17.0	Director, Library Services	$31,279	$25,039	$35,690	24
18.0	Director, Computer Center	$28,000	$23,808	$34,500	19
19.0	Director, Computer Center Operations/Academic	$22,359	$20,330	$26,415	8
20.0	Director, Computer Center Operations/Administrative	$23,540	$22,740	$29,400	8
21.0	Director, Educational Media Services	$23,400	$18,786	$25,818	12
22.0	Director, Institutional Research	$26,130	$22,109	$29,768	20
24.0	Administrator, Grants and Contracts	$31,109	$25,787	$35,000	12
26.0	Chaplain	$22,221	$15,875	$24,981	10
27.0	Comptroller	$32,856	$29,582	$35,471	19
28.0	Director, Accounting	$25,938	$17,250	$26,700	11
29.0	Director, Internal Audit	$24,039	$21,040	$27,845	10
30.0	Bursar	$22,115	$20,913	$27,285	5
31.0	Director, Food Services	$23,900	$17,325	$29,690	8
32.0	Chief Physical Plant/Facilities Management Officer	$29,516	$24,891	$33,540	29
33.0	Director, Student Activities	$24,039	$16,300	$27,058	14
34.0	Director, Purchasing	$21,044	$17,871	$28,500	22
35.0	Director, Bookstore	$18,780	$12,943	$24,180	21
36.0	Director, Campus Security	$21,000	$16,944	$24,039	24
39.0	Director, Auxiliary Services	$26,500	$24,062	$28,560	13
40.0	Director, Admissions	$27,439	$21,750	$30,056	21
43.0	Director, Student Financial Aid	$25,700	$21,351	$30,045	31
44.0	Director, Student Placement	$23,582	$21,446	$27,397	29
45.0	Director, Student Counseling	$26,500	$22,423	$30,056	21
46.0	Director, Student Union	$21,476	$19,908	$27,965	13
47.0	Director, Student Health Services (Physician Administrator)	$20,580	$18,492	$33,072	13
48.0	Director, Student Health Services (Nurse Administrator)	$18,780	$15,000	$20,520	19
49.0	Director, Student Housing	$21,511	$18,000	$23,064	17
50.0	Director, Athletics	$32,196	$23,325	$36,500	24
53.0	Director, Campus Recreation/Intramurals	$22,212	$19,788	$24,720	6
54.0	Director, Alumni Affairs	$22,500	$17,484	$24,180	19
55.0	Director, Information Office	$21,555	$16,450	$33,746	8
62.0	Director, Personnel and Affirmative Action	$30,133	$17,702	$32,462	7
65.0	Director, Development and Alumni Affairs	$31,000	$26,259	$31,690	5
66.0	Director, Admissions and Registrar	$25,296	$23,000	$27,814	5
68.0	Dean, Agriculture	$41,200	$38,369	$44,343	10
70.0	Dean, Arts and Sciences	$41,677	$33,000	$44,000	12
71.0	Dean, Business	$40,800	$34,263	$45,904	22
72.0	Dean, Communications	$35,769	$33,048	$38,500	6
73.0	Dean, Continuing Education	$32,102	$24,408	$36,925	12
75.0	Dean, Education	$38,135	$35,600	$43,000	23
76.0	Dean, Engineering	$51,888	$33,733	$60,000	5
79.0	Dean, Fine Arts	$31,573	$27,375	$38,165	5
80.0	Dean, Graduate Programs	$41,552	$36,699	$45,600	11
81.0	Dean, Health Related Professions	$41,564	$30,915	$46,782	7
82.0	Dean, Home Economics	$36,805	$35,052	$40,000	6
83.0	Dean, Humanities	$30,168	$22,123	$33,825	8
87.0	Dean, Mathematics	$33,300	$30,411	$37,123	10
89.0	Dean, Music	$34,765	$26,449	$38,800	8
90.0	Dean, Nursing	$40,425	$36,383	$45,762	13
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,000	$30,624	$47,612	7
94.0	Dean, Sciences	$38,797	$35,580	$42,874	13
95.0	Dean, Social Sciences	$34,300	$29,740	$37,191	11

Table 9
ALL UNIVERSITIES

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 415.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$80,000	$69,700	$89,340	67
2.0	Chief Executive Officer, Single Institution	$70,000	$61,500	$82,000	334
3.0	Executive Vice President	$59,000	$50,004	$70,715	121
4.0	Chief Academic Officer	$58,500	$50,750	$68,228	370
5.0	Chief Business Officer	$54,080	$47,500	$63,000	369
6.0	Chief Student Affairs Officer	$48,000	$41,000	$55,353	374
7.0	Chief Development Officer	$47,469	$40,372	$57,180	242
8.0	Chief Public Relations Officer	$40,000	$31,100	$48,000	242
9.0	Chief Planning Officer	$48,000	$41,000	$55,000	100
10.0	Chief Personnel/Human Resources Officer	$36,250	$30,000	$46,300	315
11.0	Chief Health Professions Officer	$87,780	$73,404	$98,550	43
12.0	Chief Budgeting Officer	$40,000	$33,600	$47,043	211
13.0	Director, Legal Services	$46,122	$40,000	$58,680	125
14.0	Registrar	$33,800	$28,830	$38,547	345
16.0	Director, Learning Resources Center	$33,152	$26,081	$40,900	121
17.0	Director, Library Services	$42,000	$35,000	$50,100	363
18.0	Director, Computer Center	$42,699	$36,000	$48,608	297
19.0	Director, Computer Center Operations/Academic	$35,000	$30,036	$43,500	156
20.0	Director, Computer Center Operations/Administrative	$37,560	$31,039	$44,500	141
21.0	Director, Educational Media Services	$31,270	$23,625	$37,823	187
22.0	Director, Institutional Research	$36,864	$31,007	$43,400	217
23.0	Director, Special and Deferred Gifts	$33,800	$29,200	$41,300	98
24.0	Administrator, Grants and Contracts	$37,690	$29,700	$45,760	247
25.0	Director, Affirmative Action/Equal Employment	$32,900	$28,344	$39,781	219
27.0	Comptroller	$40,008	$34,524	$47,673	299
28.0	Director, Accounting	$32,455	$25,980	$38,500	206
29.0	Director, Internal Audit	$32,783	$26,885	$40,000	212
30.0	Bursar	$28,670	$23,076	$35,448	171
31.0	Director, Food Services	$32,664	$28,576	$38,189	146
32.0	Chief Physical Plant/Facilities Management Officer	$39,800	$33,255	$46,396	381
33.0	Director, Student Activities	$27,600	$21,940	$34,817	223
34.0	Director, Purchasing	$30,494	$24,960	$36,666	323
35.0	Director, Bookstore	$27,456	$21,476	$31,860	272
36.0	Director, Campus Security	$28,938	$23,830	$35,533	349
37.0	Director, Information Systems	$41,200	$32,822	$50,000	107
38.0	Director, News Bureau	$26,340	$21,000	$30,103	144
39.0	Director, Auxiliary Services	$38,732	$32,783	$44,400	159
40.0	Director, Admissions	$34,150	$28,571	$40,000	307
41.0	Director, Foreign Students	$25,198	$21,013	$31,251	156
43.0	Director, Student Financial Aid	$31,327	$26,771	$36,000	379
44.0	Director, Student Placement	$29,430	$24,836	$34,680	328
45.0	Director, Student Counseling	$33,650	$28,700	$38,180	301
46.0	Director, Student Union	$31,529	$25,356	$36,081	220
47.0	Director, Student Health Services (Physician Administrator)	$55,399	$47,725	$63,000	196
48.0	Director, Student Health Services (Nurse Administrator)	$20,903	$18,200	$24,732	151
49.0	Director, Student Housing	$29,050	$23,064	$35,000	295
50.0	Director, Athletics	$42,132	$35,859	$50,000	303
51.0	Director, Athletics/Men	$36,933	$31,874	$43,850	63
52.0	Director, Athletics/Women	$30,718	$25,500	$36,487	114
53.0	Director, Campus Recreation/Intramurals	$25,333	$20,774	$31,500	204
54.0	Director, Alumni Affairs	$28,800	$24,055	$35,520	283
55.0	Director, Information Office	$30,000	$25,500	$36,396	162
56.0	Director, Community Services	$31,200	$25,000	$37,000	58
57.0	Administrator, Hospital Medical Center	$75,000	$60,125	$92,500	33
58.0	Director, Publications	$28,416	$23,400	$32,455	165
59.0	Director, Risk Management and Insurance	$33,915	$27,765	$40,000	73
60.0	Chief Planning and Budget Officer	$49,164	$38,805	$57,000	49
61.0	Chief Development and Public Relations Officer	$51,870	$43,700	$63,000	75
62.0	Director, Personnel and Affirmative Action	$32,300	$27,400	$40,140	60
63.0	Director, Admissions and Financial Aid	$42,120	$35,000	$48,760	38
65.0	Director, Development and Alumni Affairs	$39,209	$30,000	$50,000	38
66.0	Director, Admissions and Registrar	$38,000	$32,100	$44,500	47
67.0	Dean, Architecture	$56,400	$51,520	$65,400	51
68.0	Dean, Agriculture	$56,500	$48,072	$65,200	66
69.0	Dean, Arts and Letters	$49,700	$43,500	$57,250	51
70.0	Dean, Arts and Sciences	$52,500	$46,022	$60,100	229
71.0	Dean, Business	$53,988	$46,595	$62,500	310
72.0	Dean, Communications	$50,000	$43,500	$56,745	44
73.0	Dean, Continuing Education	$44,100	$37,000	$50,000	212
74.0	Dean, Dentistry	$75,500	$70,440	$85,000	32
75.0	Dean, Education	$49,200	$43,745	$56,043	271
76.0	Dean, Engineering	$62,350	$54,319	$72,000	158
78.0	Dean, Extension	$50,847	$42,150	$58,475	44
79.0	Dean, Fine Arts	$48,500	$44,000	$56,376	99
80.0	Dean, Graduate Programs	$50,000	$44,000	$58,000	252
81.0	Dean, Health Related Professions	$49,200	$44,400	$56,160	61
82.0	Dean, Home Economics	$52,000	$44,670	$62,200	51
83.0	Dean, Humanities	$47,585	$40,189	$54,264	61
85.0	Dean, Law	$73,200	$64,600	$81,500	121
86.0	Dean, Library and Information Sciences	$48,000	$43,700	$57,000	48
87.0	Dean, Mathematics	$42,120	$32,845	$48,756	31
88.0	Dean, Medicine	$99,700	$82,000	$122,000	55
89.0	Dean, Music	$49,233	$40,000	$59,341	49
90.0	Dean, Nursing	$49,000	$41,200	$56,825	143
94.0	Dean, Sciences	$49,514	$42,571	$62,459	92
95.0	Dean, Social Sciences	$48,072	$38,000	$59,529	53
96.0	Dean, Social Work	$54,387	$48,000	$61,831	54
98.0	Dean, Undergraduate Programs	$48,300	$42,000	$53,140	42
99.0	Dean, Veterinary Medicine	$68,000	$65,000	$74,369	23

Table 10
UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1 thru 2,499.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$65,000	$56,756	$71,000	53
3.0	Executive Vice President	$56,875	$53,000	$68,875	14
4.0	Chief Academic Officer	$47,000	$40,053	$53,000	50
5.0	Chief Business Officer	$45,000	$36,000	$50,004	52
6.0	Chief Student Affairs Officer	$35,650	$30,000	$41,300	53
7.0	Chief Development Officer	$44,200	$39,500	$48,000	27
8.0	Chief Public Relations Officer	$26,000	$19,000	$35,240	33
9.0	Chief Planning Officer	$50,850	$41,500	$53,000	8
10.0	Chief Personnel/Human Resources Officer	$24,150	$20,265	$32,076	29
12.0	Chief Budgeting Officer	$36,071	$36,000	$38,000	5
14.0	Registrar	$27,588	$22,800	$30,608	49
15.0	Director, Church Relations	$25,700	$21,000	$31,210	8
16.0	Director, Learning Resources Center	$24,938	$21,787	$30,122	11
17.0	Director, Library Services	$30,170	$24,500	$35,172	52
18.0	Director, Computer Center	$32,964	$26,000	$37,836	35
19.0	Director, Computer Center Operations/Academic	$26,500	$23,900	$31,850	14
20.0	Director, Computer Center Operations/Administrative	$25,000	$22,740	$31,000	13
21.0	Director, Educational Media Services	$21,000	$15,557	$24,802	20
22.0	Director, Institutional Research	$27,980	$17,560	$36,921	16
23.0	Director, Special and Deferred Gifts	$30,000	$27,000	$32,875	17
24.0	Administrator, Grants and Contracts	$28,200	$22,500	$36,920	19
25.0	Director, Affirmative Action/Equal Employment	$29,850	$23,000	$32,341	9
26.0	Chaplain	$26,050	$22,440	$29,150	13
27.0	Comptroller	$34,000	$30,000	$37,150	37
28.0	Director, Accounting	$23,000	$18,808	$27,807	25
29.0	Director, Internal Audit	$28,080	$22,828	$40,000	7
30.0	Bursar	$18,500	$14,508	$27,500	16
31.0	Director, Food Services	$27,951	$21,000	$32,886	11
32.0	Chief Physical Plant/Facilities Management Officer	$33,000	$26,100	$37,000	48
33.0	Director, Student Activities	$18,000	$15,900	$24,000	29
34.0	Director, Purchasing	$22,425	$16,718	$26,500	29
35.0	Director, Bookstore	$16,900	$14,000	$20,400	37
36.0	Director, Campus Security	$21,000	$18,180	$24,770	34
37.0	Director, Information Systems	$44,500	$26,500	$50,900	5
38.0	Director, News Bureau	$21,350	$18,160	$24,200	17
39.0	Director, Auxiliary Services	$34,428	$24,300	$36,600	12
40.0	Director, Admissions	$26,900	$21,263	$34,200	46
41.0	Director, Foreign Students	$19,775	$16,014	$22,000	10
43.0	Director, Student Financial Aid	$24,000	$20,475	$27,681	55
44.0	Director, Student Placement	$22,000	$17,500	$26,050	35
45.0	Director, Student Counseling	$24,863	$20,768	$27,520	28
46.0	Director, Student Union	$21,500	$18,060	$25,000	11
47.0	Director, Student Health Services (Physician Administrator)	$21,031	$18,492	$44,310	8
48.0	Director, Student Health Services (Nurse Administrator)	$18,667	$15,400	$20,150	25
49.0	Director, Student Housing	$18,000	$16,524	$23,780	34
50.0	Director, Athletics	$31,500	$27,135	$37,975	32
51.0	Director, Athletics/Men	$32,890	$30,250	$34,950	6
52.0	Director, Athletics/Women	$24,495	$22,842	$26,000	9
53.0	Director, Campus Recreation/Intramurals	$19,260	$14,133	$20,565	13
54.0	Director, Alumni Affairs	$23,000	$18,800	$27,300	33
55.0	Director, Information Office	$23,532	$17,436	$26,235	17
58.0	Director, Publications	$21,500	$18,300	$25,000	14
60.0	Chief Planning and Budget Officer	$33,958	$31,448	$38,000	9
61.0	Chief Development and Public Relations Officer	$40,000	$36,400	$49,700	10
62.0	Director, Personnel and Affirmative Action	$26,400	$24,000	$30,550	12
65.0	Director, Development and Alumni Affairs	$28,050	$27,330	$31,690	7
66.0	Director, Admissions and Registrar	$30,240	$25,500	$34,000	7
70.0	Dean, Arts and Sciences	$39,000	$33,600	$46,964	16
71.0	Dean, Business	$38,000	$32,400	$45,580	29
72.0	Dean, Communications	$33,048	$23,628	$38,500	6
73.0	Dean, Continuing Education	$33,280	$24,728	$36,150	19
75.0	Dean, Education	$37,324	$33,700	$42,408	21
79.0	Dean, Fine Arts	$33,570	$26,250	$45,650	14
80.0	Dean, Graduate Programs	$35,850	$30,600	$49,900	19
81.0	Dean, Health Related Professions	$44,400	$36,504	$46,782	5
83.0	Dean, Humanities	$30,693	$27,560	$40,572	7
87.0	Dean, Mathematics	$33,000	$32,725	$37,123	9
89.0	Dean, Music	$38,000	$29,300	$41,733	9
90.0	Dean, Nursing	$36,504	$34,100	$37,000	13
94.0	Dean, Sciences	$35,580	$32,000	$40,333	10
95.0	Dean, Social Sciences	$32,746	$28,427	$35,207	9
98.0	Dean, Undergraduate Programs	$36,300	$35,000	$52,762	5

Table 11
UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 79.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$51,400	$70,200	8
2.0	Chief Executive Officer, Single Institution	$66,450	$59,508	$78,000	69
3.0	Executive Vice President	$50,004	$45,000	$52,100	21
4.0	Chief Academic Officer	$54,000	$49,700	$58,592	74
5.0	Chief Business Officer	$49,500	$45,000	$55,680	74
6.0	Chief Student Affairs Officer	$44,375	$39,000	$48,860	71
7.0	Chief Development Officer	$45,500	$39,257	$51,500	46
8.0	Chief Public Relations Officer	$33,504	$27,500	$39,655	44
9.0	Chief Planning Officer	$38,700	$31,137	$42,900	10
10.0	Chief Personnel/Human Resources Officer	$30,000	$26,620	$34,971	59
12.0	Chief Budgeting Officer	$32,000	$29,600	$38,500	27
13.0	Director, Legal Services	$40,000	$31,600	$50,000	9
14.0	Registrar	$30,400	$26,900	$34,598	70
15.0	Director, Church Relations	$31,100	$29,700	$31,896	5
16.0	Director, Learning Resources Center	$28,140	$21,480	$35,186	22
17.0	Director, Library Services	$35,650	$31,800	$42,537	73
18.0	Director, Computer Center	$36,000	$30,000	$42,699	63
19.0	Director, Computer Center Operations/Academic	$30,024	$25,188	$34,000	18
20.0	Director, Computer Center Operations/Administrative	$36,375	$30,056	$41,600	14
21.0	Director, Educational Media Services	$22,890	$19,800	$32,707	30
22.0	Director, Institutional Research	$33,000	$26,000	$40,631	29
23.0	Director, Special and Deferred Gifts	$31,493	$25,200	$36,400	16
24.0	Administrator, Grants and Contracts	$31,000	$24,400	$35,040	29
25.0	Director, Affirmative Action/Equal Employment	$28,800	$24,000	$32,780	30
26.0	Chaplain	$24,180	$21,517	$27,140	16
27.0	Comptroller	$36,175	$32,555	$39,600	54
28.0	Director, Accounting	$27,000	$20,796	$34,000	27
29.0	Director, Internal Audit	$26,004	$23,000	$29,700	22
30.0	Bursar	$22,870	$20,900	$28,175	19
31.0	Director, Food Services	$28,350	$26,601	$29,808	13
32.0	Chief Physical Plant/Facilities Management Officer	$33,742	$29,500	$39,400	76
33.0	Director, Student Activities	$24,750	$19,900	$30,670	41
34.0	Director, Purchasing	$25,675	$21,837	$28,365	48
35.0	Director, Bookstore	$22,044	$19,500	$26,000	48
36.0	Director, Campus Security	$24,000	$20,140	$27,689	68
37.0	Director, Information Systems	$28,500	$25,750	$33,505	11
38.0	Director, News Bureau	$21,500	$18,720	$24,497	24
39.0	Director, Auxiliary Services	$29,856	$23,460	$32,988	19
40.0	Director, Admissions	$31,622	$27,439	$35,500	56
41.0	Director, Foreign Students	$21,500	$19,958	$29,605	25
42.0	Director, International Studies Education	$27,000	$26,900	$35,184	6
43.0	Director, Student Financial Aid	$29,350	$25,200	$32,000	69
44.0	Director, Student Placement	$26,500	$22,140	$29,700	64
45.0	Director, Student Counseling	$29,847	$26,900	$33,300	51
46.0	Director, Student Union	$28,500	$24,000	$32,479	31
47.0	Director, Student Health Services (Physician Administrator)	$42,391	$35,853	$53,988	18
48.0	Director, Student Health Services (Nurse Administrator)	$19,350	$17,520	$22,707	34
49.0	Director, Student Housing	$24,500	$20,200	$29,384	46
50.0	Director, Athletics	$36,875	$31,173	$42,660	56
51.0	Director, Athletics/Men	$35,849	$29,034	$40,570	6
52.0	Director, Athletics/Women	$27,600	$21,200	$28,835	11
53.0	Director, Campus Recreation/Intramurals	$23,800	$19,500	$26,268	24
54.0	Director, Alumni Affairs	$24,815	$21,000	$30,736	50
55.0	Director, Information Office	$27,524	$24,700	$32,700	28
56.0	Director, Community Services	$24,774	$20,991	$34,611	9
58.0	Director, Publications	$26,000	$21,370	$29,700	19
61.0	Chief Development and Public Relations Officer	$49,000	$41,063	$57,000	15
62.0	Director, Personnel and Affirmative Action	$30,000	$28,690	$32,000	13
63.0	Director, Admissions and Financial Aid	$36,800	$29,300	$45,000	11
65.0	Director, Development and Alumni Affairs	$30,000	$26,259	$42,499	8
66.0	Director, Admissions and Registrar	$33,193	$28,525	$38,000	6
68.0	Dean, Agriculture	$50,350	$37,500	$53,988	8
69.0	Dean, Arts and Letters	$45,000	$39,043	$49,680	7
70.0	Dean, Arts and Sciences	$45,151	$38,472	$50,975	42
71.0	Dean, Business	$48,286	$43,128	$55,000	57
73.0	Dean, Continuing Education	$36,972	$32,000	$43,654	38
75.0	Dean, Education	$45,000	$38,000	$49,000	43
76.0	Dean, Engineering	$53,988	$48,000	$63,687	18
79.0	Dean, Fine Arts	$44,820	$32,700	$46,933	7
80.0	Dean, Graduate Programs	$42,200	$38,500	$45,516	38
81.0	Dean, Health Related Professions	$45,456	$30,689	$52,150	7
83.0	Dean, Humanities	$43,800	$34,000	$48,072	16
85.0	Dean, Law	$70,000	$63,000	$79,118	16
87.0	Dean, Mathematics	$41,249	$30,500	$43,600	8
89.0	Dean, Music	$33,800	$32,400	$58,500	6
90.0	Dean, Nursing	$41,976	$38,489	$48,000	25
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,965	$37,320	$47,612	5
94.0	Dean, Sciences	$45,516	$38,683	$48,096	15
95.0	Dean, Social Sciences	$44,820	$35,110	$50,637	10
98.0	Dean, Undergraduate Programs	$45,540	$39,000	$60,000	7

Table 12
UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 122

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$75,000	$68,970	$85,000	11
2.0	Chief Executive Officer, Single Institution	$67,810	$59,160	$79,300	102
3.0	Executive Vice President	$54,144	$46,521	$72,000	36
4.0	Chief Academic Officer	$57,900	$51,000	$64,525	106
5.0	Chief Business Officer	$51,936	$47,800	$58,620	108
6.0	Chief Student Affairs Officer	$46,705	$41,275	$50,840	115
7.0	Chief Development Officer	$46,008	$38,638	$58,000	82
8.0	Chief Public Relations Officer	$37,869	$30,900	$46,592	72
9.0	Chief Planning Officer	$48,000	$40,000	$54,990	29
10.0	Chief Personnel/Human Resources Officer	$34,300	$29,928	$44,750	90
11.0	Chief Health Professions Officer	$87,780	$64,000	$89,679	8
12.0	Chief Budgeting Officer	$38,774	$33,593	$45,000	71
13.0	Director, Legal Services	$42,000	$35,775	$50,300	36
14.0	Registrar	$34,000	$29,400	$38,300	104
16.0	Director, Learning Resources Center	$33,152	$27,572	$40,900	39
17.0	Director, Library Services	$42,000	$37,500	$47,760	110
18.0	Director, Computer Center	$42,672	$38,280	$46,800	93
19.0	Director, Computer Center Operations/Academic	$33,533	$28,970	$39,000	52
20.0	Director, Computer Center Operations/Administrative	$33,331	$29,600	$38,800	46
21.0	Director, Educational Media Services	$29,686	$24,600	$33,919	56
22.0	Director, Institutional Research	$35,760	$30,552	$41,950	71
23.0	Director, Special and Deferred Gifts	$38,100	$33,000	$45,645	29
24.0	Administrator, Grants and Contracts	$34,999	$28,213	$42,435	78
25.0	Director, Affirmative Action/Equal Employment	$31,504	$26,900	$38,064	67
26.0	Chaplain	$27,000	$21,840	$37,100	20
27.0	Comptroller	$39,235	$34,300	$46,306	90
28.0	Director, Accounting	$29,270	$25,250	$34,536	56
29.0	Director, Internal Audit	$30,500	$24,400	$34,200	69
30.0	Bursar	$27,927	$22,160	$32,500	55
31.0	Director, Food Services	$29,928	$27,948	$33,000	44
32.0	Chief Physical Plant/Facilities Management Officer	$38,892	$33,929	$44,016	116
33.0	Director, Student Activities	$25,700	$22,279	$30,203	69
34.0	Director, Purchasing	$29,000	$23,900	$34,600	111
35.0	Director, Bookstore	$27,562	$23,000	$30,553	84
36.0	Director, Campus Security	$26,396	$23,764	$31,147	114
37.0	Director, Information Systems	$40,719	$31,508	$46,600	38
38.0	Director, News Bureau	$26,150	$20,520	$29,203	42
39.0	Director, Auxiliary Services	$37,399	$30,900	$43,500	58
40.0	Director, Admissions	$33,625	$29,524	$39,774	90
41.0	Director, Foreign Students	$23,175	$20,494	$29,130	43
42.0	Director, International Studies Education	$39,400	$35,481	$50,251	13
43.0	Director, Student Financial Aid	$30,380	$27,358	$34,350	115
44.0	Director, Student Placement	$29,250	$25,899	$33,000	105
45.0	Director, Student Counseling	$32,462	$29,113	$37,332	98
46.0	Director, Student Union	$28,200	$24,000	$32,580	78
47.0	Director, Student Health Services (Physician Administrator)	$54,058	$47,042	$59,634	61
48.0	Director, Student Health Services (Nurse Administrator)	$20,864	$18,933	$24,091	53
49.0	Director, Student Housing	$27,698	$23,715	$31,763	101
50.0	Director, Athletics	$40,311	$35,950	$45,449	102
51.0	Director, Athletics/Men	$33,500	$29,600	$41,800	19
52.0	Director, Athletics/Women	$27,312	$23,629	$31,587	35
53.0	Director, Campus Recreation/Intramurals	$22,950	$18,150	$27,144	67
54.0	Director, Alumni Affairs	$27,500	$24,400	$31,500	93
55.0	Director, Information Office	$28,872	$24,560	$34,995	50
56.0	Director, Community Services	$32,550	$27,600	$35,800	18
58.0	Director, Publications	$26,424	$23,016	$31,500	56
59.0	Director, Risk Management and Insurance	$31,000	$27,634	$38,550	15
60.0	Chief Planning and Budget Officer	$49,500	$35,095	$59,000	11
61.0	Chief Development and Public Relations Officer	$47,100	$43,500	$52,000	16
62.0	Director, Personnel and Affirmative Action	$35,000	$30,000	$46,000	25
63.0	Director, Admissions and Financial Aid	$42,074	$37,500	$43,465	13
64.0	Director, Housing and Food Services	$36,102	$32,040	$40,750	9
65.0	Director, Development and Alumni Affairs	$50,000	$36,475	$53,600	9
66.0	Director, Admissions and Registrar	$36,800	$32,100	$44,064	17
67.0	Dean, Architecture	$56,400	$49,500	$61,793	7
68.0	Dean, Agriculture	$47,571	$41,873	$54,961	12
69.0	Dean, Arts and Letters	$45,516	$40,224	$49,788	15
70.0	Dean, Arts and Sciences	$50,557	$45,730	$57,195	86
71.0	Dean, Business	$52,296	$46,800	$60,000	100
72.0	Dean, Communications	$43,500	$41,000	$48,424	9
73.0	Dean, Continuing Education	$42,500	$38,729	$46,000	64
74.0	Dean, Dentistry	$79,499	$67,900	$85,000	7
75.0	Dean, Education	$46,433	$43,905	$50,000	90
76.0	Dean, Engineering	$58,500	$54,240	$73,500	45
79.0	Dean, Fine Arts	$46,623	$40,189	$53,160	29
80.0	Dean, Graduate Programs	$47,205	$42,100	$52,716	78
81.0	Dean, Health Related Professions	$46,500	$41,564	$53,761	15
83.0	Dean, Humanities	$45,000	$40,189	$52,530	16
85.0	Dean, Law	$72,800	$62,160	$79,600	35
86.0	Dean, Library and Information Sciences	$45,516	$41,000	$50,850	11
88.0	Dean, Medicine	$99,779	$74,270	$127,000	12
89.0	Dean, Music	$41,145	$40,000	$47,500	10
90.0	Dean, Nursing	$45,000	$40,189	$52,430	46
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,100	$38,735	$47,892	14
92.0	Dean, Pharmacy	$53,000	$48,638	$58,900	8
94.0	Dean, Sciences	$47,813	$42,500	$54,700	24
95.0	Dean, Social Sciences	$43,687	$38,000	$51,684	12
96.0	Dean, Social Work	$47,000	$42,479	$55,042	11
98.0	Dean, Undergraduate Programs	$47,500	$41,200	$49,000	12

Table 13

UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 99.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$80,000	$72,828	$84,750	17
2.0	Chief Executive Officer, Single Institution	$74,000	$69,620	$84,750	79
3.0	Executive Vice President	$63,186	$58,008	$79,000	33
4.0	Chief Academic Officer	$64,030	$57,000	$71,000	88
5.0	Chief Business Officer	$60,726	$54,050	$66,673	86
6.0	Chief Student Affairs Officer	$55,000	$48,072	$59,499	96
7.0	Chief Development Officer	$48,600	$43,400	$60,000	62
8.0	Chief Public Relations Officer	$45,000	$40,176	$53,000	59
9.0	Chief Planning Officer	$50,412	$42,600	$58,500	34
10.0	Chief Personnel/Human Resources Officer	$39,600	$35,000	$47,465	89
11.0	Chief Health Professions Officer	$90,000	$78,700	$125,000	19
12.0	Chief Budgeting Officer	$42,000	$35,000	$46,640	68
13.0	Director, Legal Services	$47,614	$44,500	$58,680	44
14.0	Registrar	$36,390	$33,232	$39,900	86
16.0	Director, Learning Resources Center	$34,200	$27,600	$39,300	31
17.0	Director, Library Services	$48,072	$41,784	$54,200	90
18.0	Director, Computer Center	$47,000	$41,600	$53,700	76
19.0	Director, Computer Center Operations/Academic	$38,270	$32,190	$44,000	44
20.0	Director, Computer Center Operations/Administrative	$40,032	$34,814	$44,697	44
21.0	Director, Educational Media Services	$35,783	$29,600	$41,188	57
22.0	Director, Institutional Research	$38,300	$34,492	$43,500	63
23.0	Director, Special and Deferred Gifts	$32,400	$27,290	$40,000	23
24.0	Administrator, Grants and Contracts	$42,120	$33,800	$46,500	80
25.0	Director, Affirmative Action/Equal Employment	$33,675	$29,190	$41,500	71
27.0	Comptroller	$43,800	$39,468	$51,000	78
28.0	Director, Accounting	$34,700	$30,050	$39,229	60
29.0	Director, Internal Audit	$33,000	$29,560	$39,000	73
30.0	Bursar	$31,000	$26,280	$35,400	55
31.0	Director, Food Services	$33,939	$29,295	$38,189	56
32.0	Chief Physical Plant/Facilities Management Officer	$44,868	$38,892	$50,328	94
33.0	Director, Student Activities	$33,500	$26,702	$39,300	60
34.0	Director, Purchasing	$33,350	$29,040	$37,307	93
35.0	Director, Bookstore	$30,500	$27,372	$35,882	75
36.0	Director, Campus Security	$34,227	$29,630	$38,245	92
37.0	Director, Information Systems	$40,350	$37,140	$50,000	33
38.0	Director, News Bureau	$27,600	$23,094	$32,250	39
39.0	Director, Auxiliary Services	$41,200	$38,000	$46,200	52
40.0	Director, Admissions	$36,660	$32,076	$40,879	80
41.0	Director, Foreign Students	$25,476	$21,450	$31,200	50
42.0	Director, International Studies Education	$30,000	$25,980	$44,300	33
43.0	Director, Student Financial Aid	$34,298	$31,380	$38,781	97
44.0	Director, Student Placement	$32,682	$28,665	$37,056	88
45.0	Director, Student Counseling	$36,040	$32,700	$39,050	88
46.0	Director, Student Union	$33,228	$27,500	$39,000	67
47.0	Director, Student Health Services (Physician Administrator)	$56,162	$50,788	$63,720	77
48.0	Director, Student Health Services (Nurse Administrator)	$24,828	$20,660	$26,784	28
49.0	Director, Student Housing	$34,000	$27,938	$38,200	81
50.0	Director, Athletics	$48,000	$42,132	$57,000	83
51.0	Director, Athletics/Men	$39,250	$32,784	$42,708	19
52.0	Director, Athletics/Women	$33,450	$30,591	$36,876	40
53.0	Director, Campus Recreation/Intramurals	$28,890	$24,315	$32,912	68
54.0	Director, Alumni Affairs	$32,500	$28,800	$39,801	78
55.0	Director, Information Office	$34,050	$29,368	$39,900	45
56.0	Director, Community Services	$34,301	$23,901	$46,339	19
57.0	Administrator, Hospital Medical Center	$75,000	$60,000	$90,000	19
58.0	Director, Publications	$30,150	$25,952	$32,579	48
59.0	Director, Risk Management and Insurance	$33,000	$27,568	$39,144	29
60.0	Chief Planning and Budget Officer	$54,567	$46,000	$62,000	15
61.0	Chief Development and Public Relations Officer	$58,179	$47,000	$67,196	24
65.0	Director, Development and Alumni Affairs	$42,167	$37,510	$52,002	10
66.0	Director, Admissions and Registrar	$41,341	$38,825	$45,000	13
67.0	Dean, Architecture	$52,000	$48,072	$60,853	22
68.0	Dean, Agriculture	$55,572	$48,072	$63,840	20
69.0	Dean, Arts and Letters	$51,570	$45,780	$56,400	17
70.0	Dean, Arts and Sciences	$59,100	$54,500	$64,480	63
71.0	Dean, Business	$57,492	$51,790	$65,358	89
73.0	Dean, Continuing Education	$48,500	$43,500	$54,000	63
74.0	Dean, Dentistry	$77,500	$73,507	$91,000	15
75.0	Dean, Education	$54,500	$48,654	$58,900	80
76.0	Dean, Engineering	$61,000	$55,250	$70,040	60
78.0	Dean, Extension	$50,760	$42,777	$53,300	23
79.0	Dean, Fine Arts	$52,250	$48,056	$57,452	33
80.0	Dean, Graduate Programs	$52,000	$48,880	$60,000	83
81.0	Dean, Health Related Professions	$52,669	$48,000	$58,636	26
82.0	Dean, Home Economics	$48,946	$44,670	$57,500	20
83.0	Dean, Humanities	$48,072	$47,498	$54,242	14
85.0	Dean, Law	$74,214	$67,320	$86,447	38
86.0	Dean, Library and Information Sciences	$48,000	$44,370	$57,000	18
88.0	Dean, Medicine	$98,800	$78,700	$115,000	24
89.0	Dean, Music	$55,382	$45,372	$60,000	13
90.0	Dean, Nursing	$55,000	$49,000	$60,000	42
91.0	Dean, Occupation Studies/Vocational Education/Technology	$52,000	$48,000	$55,052	13
92.0	Dean, Pharmacy	$60,100	$54,570	$66,500	12
94.0	Dean, Sciences	$56,244	$47,436	$63,318	28
95.0	Dean, Social Sciences	$49,000	$48,070	$71,500	13
96.0	Dean, Social Work	$53,100	$48,072	$62,000	26
98.0	Dean, Undergraduate Programs	$52,000	$46,224	$56,450	15
99.0	Dean, Veterinary Medicine	$67,200	$61,200	$78,000	9

Table 14
UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 20,000 or more.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$86,100	$76,100	$96,500	28
2.0	Chief Executive Officer, Single Institution	$82,500	$70,260	$89,500	31
3.0	Executive Vice President	$70,715	$59,000	$76,500	17
4.0	Chief Academic Officer	$71,000	$64,700	$80,000	52
5.0	Chief Business Officer	$65,010	$60,000	$73,488	49
6.0	Chief Student Affairs Officer	$59,000	$53,640	$64,000	39
7.0	Chief Development Officer	$57,073	$48,072	$68,000	25
8.0	Chief Public Relations Officer	$45,900	$40,500	$54,250	34
9.0	Chief Planning Officer	$49,000	$45,732	$53,125	19
10.0	Chief Personnel/Human Resources Officer	$46,000	$42,397	$54,024	48
11.0	Chief Health Professions Officer	$80,000	$61,600	$89,400	14
12.0	Chief Budgeting Officer	$44,725	$37,260	$55,500	40
13.0	Director, Legal Services	$55,121	$42,800	$63,191	33
14.0	Registrar	$40,900	$34,500	$44,680	36
16.0	Director, Learning Resources Center	$43,384	$36,540	$50,400	18
17.0	Director, Library Services	$56,000	$50,100	$59,550	38
18.0	Director, Computer Center	$51,400	$48,516	$59,961	30
19.0	Director, Computer Center Operations/Academic	$50,592	$41,400	$57,000	28
20.0	Director, Computer Center Operations/Administrative	$47,568	$39,861	$52,000	24
21.0	Director, Educational Media Services	$40,260	$34,485	$44,400	24
22.0	Director, Institutional Research	$41,004	$36,275	$47,280	38
23.0	Director, Special and Deferred Gifts	$40,320	$35,000	$45,370	13
24.0	Administrator, Grants and Contracts	$46,100	$37,944	$54,300	41
25.0	Director, Affirmative Action/Equal Employment	$38,000	$33,000	$43,969	42
27.0	Comptroller	$49,872	$45,000	$55,000	40
28.0	Director, Accounting	$37,332	$33,825	$44,000	38
29.0	Director, Internal Audit	$41,630	$35,000	$46,000	41
30.0	Bursar	$35,500	$30,888	$41,562	26
31.0	Director, Food Services	$39,984	$35,500	$42,000	22
32.0	Chief Physical Plant/Facilities Management Officer	$52,920	$43,606	$58,000	47
33.0	Director, Student Activities	$36,500	$28,600	$40,925	24
34.0	Director, Purchasing	$41,000	$36,881	$45,050	42
35.0	Director, Bookstore	$32,944	$30,200	$38,925	28
36.0	Director, Campus Security	$41,000	$37,000	$45,576	41
37.0	Director, Information Systems	$49,610	$43,600	$55,000	20
38.0	Director, News Bureau	$32,262	$27,000	$41,100	22
39.0	Director, Auxiliary Services	$43,512	$38,000	$52,006	18
40.0	Director, Admissions	$41,221	$36,850	$48,516	35
41.0	Director, Foreign Students	$32,551	$29,000	$38,007	28
42.0	Director, International Studies Education	$44,400	$35,124	$53,000	24
43.0	Director, Student Financial Aid	$38,690	$34,128	$43,384	43
44.0	Director, Student Placement	$36,900	$32,310	$41,976	36
45.0	Director, Student Counseling	$40,000	$37,609	$46,663	36
46.0	Director, Student Union	$38,420	$34,749	$44,100	33
47.0	Director, Student Health Services (Physician Administrator)	$63,600	$57,900	$72,000	32
48.0	Director, Student Health Services (Nurse Administrator)	$26,000	$24,270	$28,824	11
49.0	Director, Student Housing	$41,185	$37,620	$44,928	33
50.0	Director, Athletics	$60,000	$52,008	$66,000	30
51.0	Director, Athletics/Men	$51,060	$40,754	$59,000	13
52.0	Director, Athletics/Women	$37,600	$34,228	$44,484	19
53.0	Director, Campus Recreation/Intramurals	$32,388	$24,383	$37,884	32
54.0	Director, Alumni Affairs	$43,000	$36,200	$47,650	29
55.0	Director, Information Office	$39,640	$31,236	$44,880	22
56.0	Director, Community Services	$34,445	$30,044	$47,183	8
57.0	Administrator, Hospital Medical Center	$85,000	$70,085	$92,500	9
58.0	Director, Publications	$34,727	$28,751	$40,657	28
59.0	Director, Risk Management and Insurance	$38,480	$32,724	$41,960	23
60.0	Chief Planning and Budget Officer	$54,350	$49,296	$59,000	10
61.0	Chief Development and Public Relations Officer	$64,500	$61,700	$72,030	10
64.0	Director, Housing and Food Services	$49,302	$45,000	$53,600	10
67.0	Dean, Architecture	$60,000	$54,500	$66,127	20
68.0	Dean, Agriculture	$66,000	$58,500	$75,000	23
69.0	Dean, Arts and Letters	$70,019	$60,092	$72,000	9
70.0	Dean, Arts and Sciences	$65,200	$59,000	$69,900	22
71.0	Dean, Business	$67,943	$61,050	$74,040	35
72.0	Dean, Communications	$56,745	$52,200	$61,765	14
73.0	Dean, Continuing Education	$50,190	$48,072	$56,000	28
74.0	Dean, Dentistry	$74,000	$70,161	$93,500	7
75.0	Dean, Education	$59,832	$56,000	$64,260	37
76.0	Dean, Engineering	$69,900	$62,750	$75,100	34
78.0	Dean, Extension	$61,600	$57,800	$73,070	7
79.0	Dean, Fine Arts	$55,170	$49,514	$62,000	16
80.0	Dean, Graduate Programs	$63,237	$54,000	$75,000	34
81.0	Dean, Health Related Professions	$56,733	$52,000	$57,161	8
82.0	Dean, Home Economics	$62,200	$54,800	$63,800	16
83.0	Dean, Humanities	$65,000	$58,000	$73,483	8
85.0	Dean, Law	$76,080	$70,008	$83,658	28
86.0	Dean, Library and Information Sciences	$55,000	$45,335	$59,353	16
87.0	Dean, Mathematics	$54,667	$48,756	$72,667	6
88.0	Dean, Medicine	$95,000	$82,000	$114,000	16
89.0	Dean, Music	$58,200	$55,031	$64,167	11
90.0	Dean, Nursing	$61,000	$57,800	$65,000	17
91.0	Dean, Occupation Studies/Vocational Education/Technology	$61,378	$53,864	$65,350	7
92.0	Dean, Pharmacy	$67,700	$59,730	$71,844	19
94.0	Dean, Sciences	$68,467	$58,500	$75,000	15
95.0	Dean, Social Sciences	$62,000	$60,840	$69,922	9
96.0	Dean, Social Work	$60,000	$52,500	$60,982	16
99.0	Dean, Veterinary Medicine	$68,000	$65,520	$71,740	12

Table 15

PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 4,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 66.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$55,758	$69,700	7
2.0	Chief Executive Officer, Single Institution	$60,000	$55,500	$69,780	59
3.0	Executive Vice President	$51,000	$45,000	$52,850	17
4.0	Chief Academic Officer	$50,771	$44,850	$55,620	60
5.0	Chief Business Officer	$46,412	$41,110	$52,183	62
6.0	Chief Student Affairs Officer	$41,568	$36,500	$46,800	63
7.0	Chief Development Officer	$40,466	$35,975	$44,250	28
8.0	Chief Public Relations Officer	$31,700	$27,348	$38,900	33
9.0	Chief Planning Officer	$39,586	$31,137	$50,500	8
10.0	Chief Personnel/Human Resources Officer	$27,894	$24,600	$31,000	40
12.0	Chief Budgeting Officer	$31,213	$29,600	$38,000	22
13.0	Director, Legal Services	$35,000	$31,600	$40,000	6
14.0	Registrar	$30,608	$27,000	$34,000	52
16.0	Director, Learning Resources Center	$30,573	$21,918	$35,951	19
17.0	Director, Library Services	$35,172	$31,792	$40,000	59
18.0	Director, Computer Center	$34,500	$30,200	$42,699	50
19.0	Director, Computer Center Operations/Academic	$30,024	$25,000	$32,700	10
20.0	Director, Computer Center Operations/Administrative	$34,500	$30,056	$39,200	9
21.0	Director, Educational Media Services	$24,802	$20,000	$35,520	22
22.0	Director, Institutional Research	$33,051	$27,972	$35,900	24
23.0	Director, Special and Deferred Gifts	$40,000	$27,040	$43,625	5
24.0	Administrator, Grants and Contracts	$31,541	$25,290	$36,920	23
25.0	Director, Affirmative Action/Equal Employment	$29,559	$24,000	$33,000	27
27.0	Comptroller	$34,989	$29,050	$37,487	34
28.0	Director, Accounting	$27,807	$20,000	$32,400	22
29.0	Director, Internal Audit	$26,004	$22,828	$29,061	16
30.0	Bursar	$23,076	$22,000	$27,624	14
31.0	Director, Food Services	$27,000	$23,000	$29,690	9
32.0	Chief Physical Plant/Facilities Management Officer	$33,745	$30,357	$38,662	61
33.0	Director, Student Activities	$24,891	$18,704	$30,402	32
34.0	Director, Purchasing	$25,008	$20,808	$28,365	38
35.0	Director, Bookstore	$20,084	$17,528	$24,574	38
36.0	Director, Campus Security	$23,764	$20,774	$27,144	48
37.0	Director, Information Systems	$32,822	$27,650	$44,500	7
38.0	Director, News Bureau	$21,700	$20,028	$27,430	14
39.0	Director, Auxiliary Services	$31,285	$26,310	$34,915	14
40.0	Director, Admissions	$27,633	$24,400	$32,900	44
41.0	Director, Foreign Students	$22,500	$21,903	$31,008	13
43.0	Director, Student Financial Aid	$27,400	$24,565	$32,000	57
44.0	Director, Student Placement	$27,100	$23,475	$30,540	44
45.0	Director, Student Counseling	$29,150	$26,000	$32,707	37
46.0	Director, Student Union	$28,500	$23,121	$34,170	24
47.0	Director, Student Health Services (Physician Administrator)	$36,050	$25,200	$46,260	17
48.0	Director, Student Health Services (Nurse Administrator)	$20,084	$17,637	$22,763	21
49.0	Director, Student Housing	$22,500	$19,620	$26,824	33
50.0	Director, Athletics	$36,516	$31,500	$41,521	40
51.0	Director, Athletics/Men	$35,849	$33,348	$40,570	7
52.0	Director, Athletics/Women	$22,842	$19,575	$28,835	9
53.0	Director, Campus Recreation/Intramurals	$22,212	$19,330	$26,900	20
54.0	Director, Alumni Affairs	$22,708	$19,428	$27,132	27
55.0	Director, Information Office	$25,500	$23,532	$28,380	23
56.0	Director, Community Services	$30,000	$24,774	$35,600	7
58.0	Director, Publications	$24,622	$21,370	$29,700	7
60.0	Chief Planning and Budget Officer	$38,000	$33,958	$43,368	9
61.0	Chief Development and Public Relations Officer	$41,093	$37,862	$48,072	9
62.0	Director, Personnel and Affirmative Action	$27,400	$24,072	$30,529	18
63.0	Director, Admissions and Financial Aid	$27,600	$23,980	$31,200	8
65.0	Director, Development and Alumni Affairs	$30,000	$27,391	$40,000	10
66.0	Director, Admissions and Registrar	$31,900	$28,772	$34,000	9
68.0	Dean, Agriculture	$47,500	$37,500	$50,852	10
69.0	Dean, Arts and Letters	$39,043	$35,500	$45,516	7
70.0	Dean, Arts and Sciences	$46,500	$40,000	$50,000	27
71.0	Dean, Business	$45,361	$40,800	$54,600	43
72.0	Dean, Communications	$34,000	$33,680	$47,500	6
73.0	Dean, Continuing Education	$36,024	$34,201	$42,276	27
75.0	Dean, Education	$42,540	$35,743	$47,707	44
76.0	Dean, Engineering	$53,988	$48,400	$63,687	6
78.0	Dean, Extension	$41,748	$38,844	$43,890	5
79.0	Dean, Fine Arts	$38,165	$32,700	$44,820	13
80.0	Dean, Graduate Programs	$44,290	$41,855	$46,020	25
81.0	Dean, Health Related Professions	$44,400	$36,504	$46,782	8
82.0	Dean, Home Economics	$33,550	$31,205	$40,000	6
83.0	Dean, Humanities	$42,000	$37,900	$47,508	13
87.0	Dean, Mathematics	$36,000	$32,725	$41,249	13
90.0	Dean, Nursing	$41,976	$38,489	$48,000	19
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,000	$36,985	$41,965	8
94.0	Dean, Sciences	$42,064	$38,683	$46,993	17
95.0	Dean, Social Sciences	$38,298	$32,746	$46,464	11

Table 16
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 81.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$68,970	$57,642	$75,000	6
2.0	Chief Executive Officer, Single Institution	$65,865	$55,500	$70,240	74
3.0	Executive Vice President	$52,221	$46,164	$54,144	21
4.0	Chief Academic Officer	$55,110	$49,591	$60,000	76
5.0	Chief Business Officer	$49,570	$47,125	$55,902	78
6.0	Chief Student Affairs Officer	$45,216	$41,275	$49,015	78
7.0	Chief Development Officer	$42,800	$36,069	$47,220	53
8.0	Chief Public Relations Officer	$34,905	$30,000	$43,150	45
9.0	Chief Planning Officer	$42,699	$37,288	$49,500	19
10.0	Chief Personnel/Human Resources Officer	$33,086	$28,620	$39,311	64
12.0	Chief Budgeting Officer	$36,192	$33,200	$43,200	46
13.0	Director, Legal Services	$37,444	$33,193	$44,232	23
14.0	Registrar	$33,194	$28,968	$37,500	65
16.0	Director, Learning Resources Center	$34,450	$27,840	$42,902	27
17.0	Director, Library Services	$41,556	$37,500	$44,400	72
18.0	Director, Computer Center	$40,000	$37,000	$44,417	63
19.0	Director, Computer Center Operations/Academic	$31,308	$28,000	$34,943	32
20.0	Director, Computer Center Operations/Administrative	$31,200	$29,400	$34,369	29
21.0	Director, Educational Media Services	$31,009	$26,000	$36,209	39
22.0	Director, Institutional Research	$35,760	$30,600	$40,907	53
23.0	Director, Special and Deferred Gifts	$37,000	$29,200	$43,888	11
24.0	Administrator, Grants and Contracts	$34,779	$28,000	$41,483	49
25.0	Director, Affirmative Action/Equal Employment	$29,941	$25,971	$35,200	48
27.0	Comptroller	$36,200	$33,643	$40,776	54
28.0	Director, Accounting	$28,248	$24,837	$31,700	35
29.0	Director, Internal Audit	$27,478	$24,000	$32,856	44
30.0	Bursar	$23,774	$20,943	$28,643	29
31.0	Director, Food Services	$29,690	$27,948	$32,546	29
32.0	Chief Physical Plant/Facilities Management Officer	$37,344	$33,193	$41,790	78
33.0	Director, Student Activities	$26,000	$22,400	$30,000	37
34.0	Director, Purchasing	$27,894	$23,276	$31,860	76
35.0	Director, Bookstore	$26,063	$22,000	$30,053	61
36.0	Director, Campus Security	$25,000	$23,013	$29,076	75
37.0	Director, Information Systems	$33,176	$28,810	$42,542	21
38.0	Director, News Bureau	$25,321	$20,520	$27,150	24
39.0	Director, Auxiliary Services	$35,058	$29,928	$40,392	41
40.0	Director, Admissions	$32,575	$28,284	$35,342	62
41.0	Director, Foreign Students	$24,324	$20,000	$28,047	26
42.0	Director, International Studies Education	$35,600	$30,264	$39,400	9
43.0	Director, Student Financial Aid	$29,630	$26,535	$32,320	80
44.0	Director, Student Placement	$29,112	$25,899	$33,384	67
45.0	Director, Student Counseling	$32,228	$28,912	$37,624	71
46.0	Director, Student Union	$29,000	$24,026	$32,580	59
47.0	Director, Student Health Services (Physician Administrator)	$54,863	$47,805	$56,587	41
48.0	Director, Student Health Services (Nurse Administrator)	$20,440	$18,900	$22,248	36
49.0	Director, Student Housing	$27,698	$23,235	$31,812	67
50.0	Director, Athletics	$38,610	$34,026	$43,148	67
51.0	Director, Athletics/Men	$35,246	$29,600	$43,148	15
52.0	Director, Athletics/Women	$27,547	$23,700	$32,576	23
53.0	Director, Campus Recreation/Intramurals	$22,800	$19,606	$25,310	45
54.0	Director, Alumni Affairs	$25,000	$23,370	$29,000	63
55.0	Director, Information Office	$27,480	$24,389	$30,996	34
56.0	Director, Community Services	$32,550	$26,530	$35,800	12
58.0	Director, Publications	$25,428	$22,500	$29,500	35
59.0	Director, Risk Management and Insurance	$27,745	$27,150	$27,917	5
60.0	Chief Planning and Budget Officer	$41,560	$35,000	$49,500	7
61.0	Chief Development and Public Relations Officer	$45,800	$40,990	$47,352	11
62.0	Director, Personnel and Affirmative Action	$33,720	$25,971	$39,804	12
64.0	Director, Housing and Food Services	$35,000	$28,500	$36,102	5
65.0	Director, Development and Alumni Affairs	$36,475	$25,980	$50,000	6
66.0	Director, Admissions and Registrar	$36,800	$32,100	$44,064	17
68.0	Dean, Agriculture	$47,571	$41,873	$54,961	12
69.0	Dean, Arts and Letters	$45,000	$38,135	$45,900	11
70.0	Dean, Arts and Sciences	$48,072	$45,516	$53,380	58
71.0	Dean, Business	$49,500	$45,799	$54,142	70
72.0	Dean, Communications	$42,300	$41,000	$45,516	5
73.0	Dean, Continuing Education	$41,400	$38,172	$44,789	44
75.0	Dean, Education	$46,200	$43,500	$49,860	71
76.0	Dean, Engineering	$56,000	$52,012	$61,825	25
78.0	Dean, Extension	$54,843	$37,440	$58,600	7
79.0	Dean, Fine Arts	$42,300	$37,000	$47,727	20
80.0	Dean, Graduate Programs	$45,800	$41,652	$51,775	62
81.0	Dean, Health Related Professions	$46,500	$44,000	$48,384	13
82.0	Dean, Home Economics	$50,750	$43,247	$52,000	9
83.0	Dean, Humanities	$48,100	$42,571	$52,530	13
85.0	Dean, Law	$61,800	$54,954	$63,500	10
86.0	Dean, Library and Information Sciences	$45,516	$41,000	$50,850	7
88.0	Dean, Medicine	$74,270	$71,999	$86,700	6
90.0	Dean, Nursing	$42,972	$38,340	$46,920	32
91.0	Dean, Occupation Studies/Vocational Education/Technology	$46,500	$40,020	$47,892	13
92.0	Dean, Pharmacy	$51,250	$48,638	$53,133	5
94.0	Dean, Sciences	$47,155	$42,500	$54,000	22
95.0	Dean, Social Sciences	$44,725	$38,440	$51,684	9
96.0	Dean, Social Work	$43,000	$42,479	$51,811	5
97.0	Dean, Special Programs	$34,000	$33,018	$35,100	5
98.0	Dean, Undergraduate Programs	$47,500	$42,048	$48,300	8

Table 17
PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 78.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$80,000	$78,500	$84,240	13
2.0	Chief Executive Officer, Single Institution	$71,994	$68,511	$80,000	64
3.0	Executive Vice President	$60,132	$54,144	$68,000	22
4.0	Chief Academic Officer	$63,550	$57,000	$69,600	73
5.0	Chief Business Officer	$59,000	$53,700	$63,500	68
6.0	Chief Student Affairs Officer	$54,279	$48,072	$58,400	78
7.0	Chief Development Officer	$46,224	$40,474	$52,760	48
8.0	Chief Public Relations Officer	$43,839	$40,000	$52,000	42
9.0	Chief Planning Officer	$46,800	$42,600	$56,300	24
10.0	Chief Personnel/Human Resources Officer	$39,270	$35,000	$46,261	71
11.0	Chief Health Professions Officer	$89,400	$78,700	$91,416	11
12.0	Chief Budgeting Officer	$40,500	$35,700	$46,568	57
13.0	Director, Legal Services	$46,122	$44,112	$53,040	33
14.0	Registrar	$35,641	$33,232	$39,000	66
16.0	Director, Learning Resources Center	$32,748	$28,750	$37,100	25
17.0	Director, Library Services	$48,072	$44,000	$53,375	73
18.0	Director, Computer Center	$46,000	$41,400	$50,328	62
19.0	Director, Computer Center Operations/Academic	$37,300	$32,190	$42,825	30
20.0	Director, Computer Center Operations/Administrative	$39,000	$34,814	$42,800	33
21.0	Director, Educational Media Services	$36,200	$30,000	$41,400	48
22.0	Director, Institutional Research	$38,200	$34,721	$42,800	55
23.0	Director, Special and Deferred Gifts	$30,556	$24,034	$33,705	13
24.0	Administrator, Grants and Contracts	$40,900	$34,392	$45,750	63
25.0	Director, Affirmative Action/Equal Employment	$32,455	$29,000	$39,000	57
27.0	Comptroller	$42,000	$37,308	$46,605	60
28.0	Director, Accounting	$33,500	$30,000	$37,524	41
29.0	Director, Internal Audit	$32,376	$28,600	$35,863	53
30.0	Bursar	$31,440	$26,825	$34,979	41
31.0	Director, Food Services	$33,456	$29,295	$37,824	46
32.0	Chief Physical Plant/Facilities Management Officer	$44,260	$38,600	$47,802	75
33.0	Director, Student Activities	$33,743	$27,925	$40,000	50
34.0	Director, Purchasing	$33,084	$28,732	$37,080	72
35.0	Director, Bookstore	$30,415	$27,372	$32,865	58
36.0	Director, Campus Security	$33,300	$29,000	$37,000	74
37.0	Director, Information Systems	$38,080	$34,672	$42,599	24
38.0	Director, News Bureau	$27,500	$22,888	$30,420	31
39.0	Director, Auxiliary Services	$40,416	$37,500	$44,300	44
40.0	Director, Admissions	$36,300	$32,388	$40,000	62
41.0	Director, Foreign Students	$25,198	$21,013	$30,867	40
42.0	Director, International Studies Education	$29,500	$20,700	$44,300	28
43.0	Director, Student Financial Aid	$34,000	$31,376	$37,463	78
44.0	Director, Student Placement	$32,682	$28,973	$37,208	69
45.0	Director, Student Counseling	$36,332	$33,100	$39,050	72
46.0	Director, Student Union	$33,228	$27,984	$37,750	55
47.0	Director, Student Health Services (Physician Administrator)	$55,120	$50,500	$61,436	61
48.0	Director, Student Health Services (Nurse Administrator)	$24,000	$20,660	$26,170	22
49.0	Director, Student Housing	$33,244	$27,641	$37,460	65
50.0	Director, Athletics	$47,050	$42,120	$55,000	64
51.0	Director, Athletics/Men	$39,250	$32,898	$42,708	17
52.0	Director, Athletics/Women	$34,000	$32,053	$36,680	33
53.0	Director, Campus Recreation/Intramurals	$28,740	$24,401	$32,479	58
54.0	Director, Alumni Affairs	$31,906	$28,800	$36,804	61
55.0	Director, Information Office	$34,050	$29,368	$38,748	36
56.0	Director, Community Services	$30,350	$23,901	$46,339	15
57.0	Administrator, Hospital Medical Center	$72,930	$60,000	$75,000	13
58.0	Director, Publications	$30,000	$25,937	$31,800	40
59.0	Director, Risk Management and Insurance	$32,455	$27,568	$35,100	19
60.0	Chief Planning and Budget Officer	$48,750	$38,805	$55,000	12
61.0	Chief Development and Public Relations Officer	$51,870	$47,000	$63,000	18
65.0	Director, Development and Alumni Affairs	$42,167	$36,500	$48,399	8
66.0	Director, Admissions and Registrar	$41,341	$38,825	$45,000	13
67.0	Dean, Architecture	$52,000	$48,072	$59,800	17
68.0	Dean, Agriculture	$55,572	$48,072	$63,840	19
69.0	Dean, Arts and Letters	$51,570	$45,780	$56,400	15
70.0	Dean, Arts and Sciences	$58,600	$54,300	$61,600	47
71.0	Dean, Business	$56,000	$51,400	$61,050	69
72.0	Dean, Communications	$50,000	$48,000	$52,491	8
73.0	Dean, Continuing Education	$48,120	$44,100	$52,492	49
74.0	Dean, Dentistry	$74,808	$73,000	$90,000	9
75.0	Dean, Education	$54,240	$49,500	$57,479	66
76.0	Dean, Engineering	$60,000	$54,000	$67,000	47
78.0	Dean, Extension	$48,763	$42,150	$53,300	18
79.0	Dean, Fine Arts	$50,000	$47,585	$56,421	29
80.0	Dean, Graduate Programs	$50,904	$48,072	$58,000	70
81.0	Dean, Health Related Professions	$52,669	$48,000	$56,244	24
82.0	Dean, Home Economics	$46,000	$44,670	$55,140	17
83.0	Dean, Humanities	$48,072	$47,498	$53,424	12
85.0	Dean, Law	$70,000	$62,188	$76,000	20
86.0	Dean, Library and Information Sciences	$47,904	$43,805	$50,491	15
88.0	Dean, Medicine	$86,350	$77,692	$108,000	14
89.0	Dean, Music	$50,925	$45,000	$59,032	10
90.0	Dean, Nursing	$54,000	$48,000	$59,400	33
91.0	Dean, Occupation Studies/Vocational Education/Technology	$52,000	$48,000	$55,052	13
92.0	Dean, Pharmacy	$60,100	$54,570	$66,500	11
94.0	Dean, Sciences	$56,244	$49,200	$63,318	25
95.0	Dean, Social Sciences	$48,072	$45,708	$71,500	11
96.0	Dean, Social Work	$49,402	$48,000	$61,831	20
98.0	Dean, Undergraduate Programs	$52,000	$46,224	$53,140	12
99.0	Dean, Veterinary Medicine	$66,600	$59,160	$69,972	7

Table 18

PUBLIC UNIVERSITITES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 52.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$87,000	$76,500	$100,000	27
2.0	Chief Executive Officer, Single Institution	$80,496	$70,260	$88,250	30
3.0	Executive Vice President	$70,715	$59,000	$76,500	15
4.0	Chief Academic Officer	$71,000	$65,124	$80,000	50
5.0	Chief Business Officer	$65,010	$60,000	$73,488	47
6.0	Chief Student Affairs Officer	$58,710	$53,640	$63,500	38
7.0	Chief Development Officer	$57,073	$48,072	$68,000	25
8.0	Chief Public Relations Officer	$45,900	$40,500	$53,300	32
9.0	Chief Planning Officer	$49,000	$45,768	$53,125	17
10.0	Chief Personnel/Human Resources Officer	$46,000	$43,039	$54,024	45
11.0	Chief Health Professions Officer	$80,000	$61,600	$82,200	13
12.0	Chief Budgeting Officer	$46,000	$40,471	$56,370	38
13.0	Director, Legal Services	$55,121	$42,800	$63,191	31
14.0	Registrar	$40,300	$34,500	$45,911	34
16.0	Director, Learning Resources Center	$43,384	$36,540	$50,400	18
17.0	Director, Library Services	$56,000	$50,100	$59,030	36
18.0	Director, Computer Center	$51,725	$48,516	$59,961	29
19.0	Director, Computer Center Operations/Academic	$48,188	$41,400	$57,700	26
20.0	Director, Computer Center Operations/Administrative	$47,568	$39,861	$52,000	24
21.0	Director, Educational Media Services	$40,260	$34,485	$44,400	23
22.0	Director, Institutional Research	$41,000	$36,000	$47,280	36
23.0	Director, Special and Deferred Gifts	$40,320	$35,000	$45,370	11
24.0	Administrator, Grants and Contracts	$46,100	$37,944	$54,300	39
25.0	Director, Affirmative Action/Equal Employment	$38,000	$33,000	$43,800	40
27.0	Comptroller	$49,000	$45,000	$55,000	38
28.0	Director, Accounting	$37,656	$33,825	$44,000	35
29.0	Director, Internal Audit	$41,500	$34,944	$45,100	39
30.0	Bursar	$33,380	$30,748	$40,172	24
31.0	Director, Food Services	$39,984	$35,500	$42,000	21
32.0	Chief Physical Plant/Facilities Management Officer	$52,500	$43,606	$57,600	44
33.0	Director, Student Activities	$37,000	$31,584	$42,900	23
34.0	Director, Purchasing	$41,000	$36,881	$45,050	40
35.0	Director, Bookstore	$32,944	$30,200	$38,925	27
36.0	Director, Campus Security	$41,500	$36,832	$45,700	39
37.0	Director, Information Systems	$49,610	$43,600	$55,000	20
38.0	Director, News Bureau	$35,596	$27,289	$41,100	21
39.0	Director, Auxiliary Services	$43,512	$38,000	$46,680	17
40.0	Director, Admissions	$41,221	$36,850	$48,516	33
41.0	Director, Foreign Students	$32,550	$29,000	$38,007	26
42.0	Director, International Studies Education	$44,400	$35,124	$53,000	24
43.0	Director, Student Financial Aid	$38,500	$34,128	$43,000	40
44.0	Director, Student Placement	$36,900	$32,310	$41,976	34
45.0	Director, Student Counseling	$40,176	$37,940	$47,323	34
46.0	Director, Student Union	$38,420	$34,490	$44,100	32
47.0	Director, Student Health Services (Physician Administrator)	$63,600	$57,900	$72,000	31
48.0	Director, Student Health Services (Nurse Administrator)	$26,000	$24,270	$27,276	9
49.0	Director, Student Housing	$41,185	$37,620	$44,928	31
50.0	Director, Athletics	$60,000	$52,008	$66,000	28
51.0	Director, Athletics/Men	$51,060	$40,754	$59,000	12
52.0	Director, Athletics/Women	$37,600	$34,350	$40,560	17
53.0	Director, Campus Recreation/Intramurals	$32,556	$24,383	$40,000	30
54.0	Director, Alumni Affairs	$43,000	$36,200	$47,650	26
55.0	Director, Information Office	$40,000	$31,937	$44,880	21
56.0	Director, Community Services	$37,000	$30,044	$54,400	7
57.0	Administrator, Hospital Medical Center	$85,000	$70,085	$92,500	9
58.0	Director, Publications	$34,727	$28,751	$40,657	27
59.0	Director, Risk Management and Insurance	$38,411	$32,724	$41,000	21
60.0	Chief Planning and Budget Officer	$54,350	$49,296	$55,400	9
61.0	Chief Development and Public Relations Officer	$64,500	$61,700	$72,030	10
62.0	Director, Personnel and Affirmative Action	$43,624	$42,000	$50,144	5
64.0	Director, Housing and Food Services	$49,302	$45,000	$53,600	10
67.0	Dean, Architecture	$60,000	$54,500	$66,127	19
68.0	Dean, Agriculture	$66,000	$58,500	$75,000	23
69.0	Dean, Arts and Letters	$61,355	$53,840	$71,200	8
70.0	Dean, Arts and Sciences	$65,200	$59,000	$69,900	22
71.0	Dean, Business	$67,000	$61,050	$72,670	34
72.0	Dean, Communications	$56,745	$52,200	$60,000	13
73.0	Dean, Continuing Education	$50,190	$48,072	$56,000	27
74.0	Dean, Dentistry	$70,440	$70,161	$93,500	6
75.0	Dean, Education	$59,252	$55,620	$64,250	36
76.0	Dean, Engineering	$69,900	$62,750	$75,100	34
78.0	Dean, Extension	$61,600	$57,800	$73,070	7
79.0	Dean, Fine Arts	$57,998	$49,514	$64,000	15
80.0	Dean, Graduate Programs	$63,237	$54,000	$74,940	33
81.0	Dean, Health Related Professions	$57,000	$52,000	$60,000	7
82.0	Dean, Home Economics	$62,200	$54,800	$63,800	16
83.0	Dean, Humanities	$65,000	$58,000	$73,483	7
85.0	Dean, Law	$76,080	$70,008	$83,658	27
86.0	Dean, Library and Information Sciences	$55,000	$45,335	$59,353	15
87.0	Dean, Mathematics	$54,667	$48,756	$72,000	5
88.0	Dean, Medicine	$95,000	$82,000	$114,000	15
89.0	Dean, Music	$57,339	$55,031	$64,000	10
90.0	Dean, Nursing	$61,000	$57,800	$65,000	17
91.0	Dean, Occupation Studies/Vocational Education/Technology	$61,378	$53,864	$65,350	7
92.0	Dean, Pharmacy	$67,515	$59,730	$70,291	18
94.0	Dean, Sciences	$68,467	$58,500	$75,000	15
95.0	Dean, Social Sciences	$61,175	$48,400	$66,850	8
96.0	Dean, Social Work	$60,000	$52,500	$65,600	15
99.0	Dean, Veterinary Medicine	$68,000	$65,520	$71,740	12

Table 19
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 2,499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 36.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$66,000	$60,000	$76,245	32
3.0	Executive Vice President	$65,000	$39,000	$69,000	11
4.0	Chief Academic Officer	$47,500	$40,000	$57,000	29
5.0	Chief Business Officer	$45,000	$37,260	$56,400	29
6.0	Chief Student Affairs Officer	$34,850	$29,500	$41,000	31
7.0	Chief Development Officer	$44,500	$38,094	$48,000	20
8.0	Chief Public Relations Officer	$27,500	$18,513	$35,850	23
9.0	Chief Planning Officer	$52,000	$43,360	$53,000	5
10.0	Chief Personnel/Human Resources Officer	$24,150	$20,265	$33,000	19
14.0	Registrar	$27,000	$22,800	$31,215	34
15.0	Director, Church Relations	$25,700	$21,000	$31,210	8
17.0	Director, Library Services	$29,196	$22,800	$35,000	32
18.0	Director, Computer Center	$35,000	$26,000	$39,765	20
19.0	Director, Computer Center Operations/Academic	$30,000	$23,900	$31,535	9
20.0	Director, Computer Center Operations/Administrative	$23,900	$19,075	$26,570	9
21.0	Director, Educational Media Services	$18,792	$15,557	$23,750	14
22.0	Director, Institutional Research	$28,957	$17,560	$46,225	10
23.0	Director, Special and Deferred Gifts	$30,000	$27,000	$32,875	14
24.0	Administrator, Grants and Contracts	$25,000	$21,300	$34,000	12
25.0	Director, Affirmative Action/Equal Employment	$29,850	$28,800	$29,938	5
26.0	Chaplain	$26,000	$22,200	$29,150	12
27.0	Comptroller	$34,000	$30,252	$37,950	27
28.0	Director, Accounting	$20,130	$16,620	$24,780	14
30.0	Bursar	$17,200	$14,400	$22,075	12
31.0	Director, Food Services	$25,619	$24,530	$38,900	6
32.0	Chief Physical Plant/Facilities Management Officer	$32,500	$26,060	$37,000	29
33.0	Director, Student Activities	$17,500	$15,900	$21,500	17
34.0	Director, Purchasing	$22,075	$15,000	$29,500	19
35.0	Director, Bookstore	$16,900	$13,650	$22,000	23
36.0	Director, Campus Security	$22,500	$18,000	$26,631	21
38.0	Director, News Bureau	$21,000	$18,160	$23,850	13
39.0	Director, Auxiliary Services	$34,452	$24,000	$38,100	7
40.0	Director, Admissions	$28,400	$25,000	$37,475	30
41.0	Director, Foreign Students	$19,136	$13,620	$20,000	8
43.0	Director, Student Financial Aid	$23,300	$20,475	$27,100	34
44.0	Director, Student Placement	$20,912	$17,150	$26,130	26
45.0	Director, Student Counseling	$22,210	$18,800	$27,750	18
46.0	Director, Student Union	$21,360	$15,820	$25,000	8
48.0	Director, Student Health Services (Nurse Administrator)	$17,860	$15,400	$20,150	19
49.0	Director, Student Housing	$17,720	$15,500	$21,500	22
50.0	Director, Athletics	$31,400	$27,135	$37,975	21
52.0	Director, Athletics/Women	$25,000	$24,495	$29,460	5
53.0	Director, Campus Recreation/Intramurals	$15,036	$13,200	$19,260	8
54.0	Director, Alumni Affairs	$23,475	$20,200	$28,499	27
55.0	Director, Information Office	$18,000	$16,665	$28,100	9
58.0	Director, Publications	$21,056	$17,400	$25,000	12
61.0	Chief Development and Public Relations Officer	$40,000	$36,400	$50,900	6
70.0	Dean, Arts and Sciences	$37,500	$33,600	$47,340	11
71.0	Dean, Business	$35,700	$28,050	$45,580	16
73.0	Dean, Continuing Education	$31,950	$24,728	$35,650	12
75.0	Dean, Education	$34,133	$32,292	$37,600	8
79.0	Dean, Fine Arts	$28,350	$26,250	$51,245	7
80.0	Dean, Graduate Programs	$33,600	$30,600	$38,940	16
89.0	Dean, Music	$38,000	$29,300	$42,280	6
90.0	Dean, Nursing	$36,000	$34,100	$37,000	9
98.0	Dean, Undergraduate Programs	$36,300	$35,000	$52,762	5

Table 20
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 37.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$75,000	$65,000	$85,240	31
3.0	Executive Vice President	$50,831	$50,000	$57,700	7
4.0	Chief Academic Officer	$54,250	$50,000	$66,500	35
5.0	Chief Business Officer	$51,516	$45,000	$61,745	35
6.0	Chief Student Affairs Officer	$43,700	$38,325	$50,000	30
7.0	Chief Development Officer	$48,200	$42,000	$54,000	25
8.0	Chief Public Relations Officer	$33,700	$25,000	$42,000	21
9.0	Chief Planning Officer	$32,000	$29,134	$38,700	5
10.0	Chief Personnel/Human Resources Officer	$31,300	$27,576	$36,000	29
12.0	Chief Budgeting Officer	$35,700	$29,610	$37,000	8
14.0	Registrar	$27,600	$25,500	$34,125	33
15.0	Director, Church Relations	$31,100	$29,700	$31,896	5
16.0	Director, Learning Resources Center	$23,500	$20,400	$29,153	10
17.0	Director, Library Services	$32,499	$30,000	$39,750	34
18.0	Director, Computer Center	$31,500	$29,176	$40,500	28
19.0	Director, Computer Center Operations/Academic	$28,444	$25,000	$34,000	13
20.0	Director, Computer Center Operations/Administrative	$36,375	$26,250	$40,800	9
21.0	Director, Educational Media Services	$21,000	$17,900	$26,000	14
22.0	Director, Institutional Research	$26,000	$20,134	$40,775	11
23.0	Director, Special and Deferred Gifts	$29,330	$25,200	$35,700	14
24.0	Administrator, Grants and Contracts	$27,500	$24,228	$38,000	13
25.0	Director, Affirmative Action/Equal Employment	$28,800	$19,500	$32,000	7
26.0	Chaplain	$24,180	$21,517	$27,140	15
27.0	Comptroller	$36,750	$33,756	$40,500	30
28.0	Director, Accounting	$25,980	$20,796	$34,775	16
29.0	Director, Internal Audit	$25,042	$23,500	$32,376	10
30.0	Bursar	$22,870	$20,809	$33,175	9
31.0	Director, Food Services	$28,650	$27,400	$32,427	9
32.0	Chief Physical Plant/Facilities Management Officer	$34,000	$30,000	$39,400	34
33.0	Director, Student Activities	$20,000	$19,201	$28,000	21
34.0	Director, Purchasing	$25,150	$22,000	$28,300	20
35.0	Director, Bookstore	$22,570	$19,500	$25,500	24
36.0	Director, Campus Security	$22,668	$18,175	$27,209	33
37.0	Director, Information Systems	$25,750	$24,960	$32,244	5
38.0	Director, News Bureau	$20,000	$18,305	$24,497	14
39.0	Director, Auxiliary Services	$29,856	$21,377	$32,988	10
40.0	Director, Admissions	$32,035	$28,457	$35,556	28
41.0	Director, Foreign Students	$20,220	$17,000	$21,500	14
42.0	Director, International Studies Education	$27,000	$26,900	$27,560	5
43.0	Director, Student Financial Aid	$28,945	$25,000	$31,500	33
44.0	Director, Student Placement	$23,400	$20,700	$26,935	29
45.0	Director, Student Counseling	$29,700	$25,000	$33,300	24
46.0	Director, Student Union	$27,295	$21,115	$28,700	10
47.0	Director, Student Health Services (Physician Administrator)	$43,000	$37,300	$59,100	5
48.0	Director, Student Health Services (Nurse Administrator)	$19,314	$17,365	$22,000	19
49.0	Director, Student Housing	$24,500	$20,200	$28,700	25
50.0	Director, Athletics	$32,400	$30,500	$45,000	27
52.0	Director, Athletics/Women	$23,067	$21,864	$27,768	6
53.0	Director, Campus Recreation/Intramurals	$23,540	$20,218	$24,640	9
54.0	Director, Alumni Affairs	$25,517	$22,000	$30,800	29
55.0	Director, Information Office	$28,000	$25,992	$35,350	13
58.0	Director, Publications	$26,000	$22,075	$28,107	14
61.0	Chief Development and Public Relations Officer	$49,000	$41,500	$57,750	10
63.0	Director, Admissions and Financial Aid	$45,000	$40,000	$48,000	5
70.0	Dean, Arts and Sciences	$41,800	$36,000	$52,000	20
71.0	Dean, Business	$50,000	$43,000	$55,840	27
73.0	Dean, Continuing Education	$36,500	$31,000	$40,000	18
75.0	Dean, Education	$41,301	$37,871	$46,100	12
76.0	Dean, Engineering	$52,200	$47,400	$59,040	12
80.0	Dean, Graduate Programs	$39,800	$32,492	$45,200	16
83.0	Dean, Humanities	$36,200	$34,000	$50,000	7
85.0	Dean, Law	$72,000	$64,000	$80,000	14
89.0	Dean, Music	$43,689	$33,800	$58,500	5
90.0	Dean, Nursing	$40,000	$35,600	$46,800	10

Table 21

PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 5,000 or more. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 65.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$75,000	$50,000	$98,000	10
2.0	Chief Executive Officer, Single Institution	$92,004	$79,701	$128,000	44
3.0	Executive Vice President	$78,000	$61,000	$94,000	28
4.0	Chief Academic Officer	$70,000	$57,770	$91,375	47
5.0	Chief Business Officer	$67,000	$53,500	$81,585	50
6.0	Chief Student Affairs Officer	$51,520	$45,000	$60,000	56
7.0	Chief Development Officer	$65,000	$54,000	$78,000	43
8.0	Chief Public Relations Officer	$45,000	$37,750	$52,095	46
9.0	Chief Planning Officer	$55,000	$43,100	$71,400	22
10.0	Chief Personnel/Human Resources Officer	$48,000	$35,000	$55,500	47
11.0	Chief Health Professions Officer	$98,430	$82,375	$133,000	13
12.0	Chief Budgeting Officer	$43,750	$35,000	$50,250	38
13.0	Director, Legal Services	$58,800	$42,205	$70,000	26
14.0	Registrar	$37,555	$30,000	$42,000	61
15.0	Director, Church Relations	$29,000	$22,000	$40,000	10
16.0	Director, Learning Resources Center	$30,324	$25,500	$35,100	18
17.0	Director, Library Services	$45,810	$37,457	$55,000	57
18.0	Director, Computer Center	$50,000	$45,000	$55,000	45
19.0	Director, Computer Center Operations/Academic	$40,500	$32,400	$45,300	36
20.0	Director, Computer Center Operations/Administrative	$42,000	$34,850	$49,000	28
21.0	Director, Educational Media Services	$27,708	$21,100	$33,150	27
22.0	Director, Institutional Research	$38,500	$30,750	$47,000	28
23.0	Director, Special and Deferred Gifts	$38,100	$33,000	$47,637	30
24.0	Administrator, Grants and Contracts	$39,500	$29,764	$51,000	48
25.0	Director, Affirmative Action/Equal Employment	$39,000	$32,000	$48,434	35
26.0	Chaplain	$30,950	$24,000	$37,296	29
27.0	Comptroller	$49,500	$42,100	$56,500	56
28.0	Director, Accounting	$37,000	$29,950	$40,500	43
29.0	Director, Internal Audit	$35,200	$30,500	$40,100	47
30.0	Bursar	$31,900	$26,280	$39,000	42
31.0	Director, Food Services	$40,000	$29,145	$48,250	26
32.0	Chief Physical Plant/Facilities Management Officer	$46,300	$39,750	$55,545	60
33.0	Director, Student Activities	$25,330	$22,050	$33,500	43
34.0	Director, Purchasing	$33,700	$28,850	$38,500	58
35.0	Director, Bookstore	$31,075	$27,750	$38,500	41
36.0	Director, Campus Security	$32,000	$28,000	$38,665	59
37.0	Director, Information Systems	$44,600	$39,950	$53,000	26
38.0	Director, News Bureau	$29,000	$25,494	$33,300	27
39.0	Director, Auxiliary Services	$44,799	$42,000	$49,500	26
40.0	Director, Admissions	$40,425	$34,000	$46,632	48
41.0	Director, Foreign Students	$26,820	$22,560	$31,500	29
42.0	Director, International Studies Education	$42,000	$38,000	$52,000	9
43.0	Director, Student Financial Aid	$35,500	$30,607	$40,000	57
44.0	Director, Student Placement	$30,000	$25,993	$35,000	59
45.0	Director, Student Counseling	$34,700	$30,026	$37,889	45
46.0	Director, Student Union	$28,500	$23,870	$35,000	32
47.0	Director, Student Health Services (Physician Administrator)	$59,000	$47,539	$70,000	37
48.0	Director, Student Health Services (Nurse Administrator)	$25,000	$20,864	$27,000	25
49.0	Director, Student Housing	$30,000	$26,058	$35,700	52
50.0	Director, Athletics	$45,300	$37,970	$55,459	56
51.0	Director, Athletics/Men	$30,100	$29,600	$33,500	7
52.0	Director, Athletics/Women	$29,200	$24,900	$32,760	21
53.0	Director, Campus Recreation/Intramurals	$28,300	$19,440	$31,800	34
54.0	Director, Alumni Affairs	$33,219	$28,000	$43,300	50
55.0	Director, Information Office	$30,630	$26,000	$43,200	26
56.0	Director, Community Services	$34,301	$30,000	$46,200	11
57.0	Administrator, Hospital Medical Center	$92,500	$81,500	$101,750	10
58.0	Director, Publications	$30,800	$26,750	$40,512	30
59.0	Director, Risk Management and Insurance	$36,000	$30,629	$40,950	22
60.0	Chief Planning and Budget Officer	$71,000	$59,000	$76,000	8
61.0	Chief Development and Public Relations Officer	$76,500	$53,500	$90,000	11
62.0	Director, Personnel and Affirmative Action	$40,000	$30,000	$47,100	15
63.0	Director, Admissions and Financial Aid	$42,800	$39,761	$57,000	16
65.0	Director, Development and Alumni Affairs	$70,000	$53,600	$70,000	5
67.0	Dean, Architecture	$61,793	$58,500	$76,000	9
69.0	Dean, Arts and Letters	$49,788	$40,224	$67,200	7
70.0	Dean, Arts and Sciences	$57,500	$50,557	$74,000	44
71.0	Dean, Business	$66,000	$57,000	$74,782	51
72.0	Dean, Communications	$69,750	$43,500	$76,800	8
73.0	Dean, Continuing Education	$50,848	$42,000	$59,000	35
74.0	Dean, Dentistry	$81,000	$75,500	$85,000	13
75.0	Dean, Education	$49,553	$45,000	$66,000	34
76.0	Dean, Engineering	$73,830	$61,000	$79,000	33
78.0	Dean, Extension	$52,000	$49,400	$52,500	5
79.0	Dean, Fine Arts	$56,786	$53,160	$68,000	14
80.0	Dean, Graduate Programs	$58,002	$52,000	$68,727	30
81.0	Dean, Health Related Professions	$55,000	$30,000	$60,000	5
83.0	Dean, Humanities	$29,000	$28,200	$80,000	6
85.0	Dean, Law	$76,700	$71,500	$88,000	44
86.0	Dean, Library and Information Sciences	$54,375	$45,000	$64,500	8
88.0	Dean, Medicine	$125,000	$102,000	$133,000	17
89.0	Dean, Music	$60,000	$42,056	$70,000	11
90.0	Dean, Nursing	$53,800	$50,000	$60,000	23
92.0	Dean, Pharmacy	$61,500	$58,900	$79,000	5
94.0	Dean, Sciences	$81,000	$59,350	$84,000	5
95.0	Dean, Social Sciences	$49,000	$43,687	$72,000	6
96.0	Dean, Social Work	$59,650	$47,000	$63,293	13
98.0	Dean, Undergraduate Programs	$49,000	$37,500	$59,886	7

Table 22
ALL 4-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 514.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$58,000	$50,000	$70,000	13
2.0	Chief Executive Officer, Single Institution	$56,925	$47,175	$66,972	484
3.0	Executive Vice President	$42,510	$33,835	$51,450	104
4.0	Chief Academic Officer	$42,000	$35,117	$50,000	477
5.0	Chief Business Officer	$40,000	$32,000	$49,434	486
6.0	Chief Student Affairs Officer	$33,000	$27,000	$39,780	481
7.0	Chief Development Officer	$36,500	$30,000	$44,361	359
8.0	Chief Public Relations Officer	$24,000	$19,475	$30,000	286
9.0	Chief Planning Officer	$35,000	$28,810	$42,200	66
10.0	Chief Personnel/Human Resources Officer	$26,892	$21,000	$33,350	178
11.0	Chief Health Professions Officer	$32,992	$22,715	$50,220	16
12.0	Chief Budgeting Officer	$34,000	$27,300	$38,700	77
13.0	Director, Legal Services	$36,002	$31,197	$47,686	17
14.0	Registrar	$24,500	$20,000	$29,300	458
15.0	Director, Church Relations	$23,100	$18,000	$29,024	57
16.0	Director, Learning Resources Center	$23,094	$19,000	$28,000	135
17.0	Director, Library Services	$27,564	$21,960	$34,000	451
18.0	Director, Computer Center	$29,200	$23,808	$34,956	300
19.0	Director, Computer Center Operations/Academic	$26,273	$22,700	$34,000	98
20.0	Director, Computer Center Operations/Administrative	$26,667	$20,067	$32,250	106
21.0	Director, Educational Media Services	$21,500	$17,376	$25,169	156
22.0	Director, Institutional Research	$27,000	$22,000	$33,570	133
23.0	Director, Special and Deferred Gifts	$26,000	$21,000	$32,023	132
24.0	Administrator, Grants and Contracts	$25,500	$21,000	$32,400	102
25.0	Director, Affirmative Action/Equal Employment	$31,241	$24,198	$35,000	56
26.0	Chaplain	$21,618	$16,327	$26,641	192
27.0	Comptroller	$29,700	$24,000	$36,500	289
28.0	Director, Accounting	$21,900	$17,250	$26,250	147
29.0	Director, Internal Audit	$24,039	$19,884	$27,972	35
30.0	Bursar	$20,475	$16,368	$25,600	96
31.0	Director, Food Services	$24,600	$19,731	$30,000	129
32.0	Chief Physical Plant/Facilities Management Officer	$27,500	$22,225	$34,000	432
33.0	Director, Student Activities	$19,251	$15,900	$24,700	238
34.0	Director, Purchasing	$21,850	$17,127	$27,500	195
35.0	Director, Bookstore	$16,308	$13,000	$20,667	344
36.0	Director, Campus Security	$20,791	$15,830	$25,056	262
37.0	Director, Information Systems	$31,800	$21,134	$37,000	34
38.0	Director, News Bureau	$18,800	$16,225	$23,100	95
39.0	Director, Auxiliary Services	$28,100	$23,650	$33,258	91
40.0	Director, Admissions	$28,450	$22,758	$33,500	408
41.0	Director, Foreign Students	$22,473	$16,867	$26,444	48
42.0	Director, International Studies Education	$26,816	$20,000	$34,000	37
43.0	Director, Student Financial Aid	$22,685	$18,024	$27,000	465
44.0	Director, Student Placement	$22,000	$18,000	$26,173	360
45.0	Director, Student Counseling	$24,717	$20,028	$30,600	274
46.0	Director, Student Union	$22,050	$17,400	$27,400	111
47.0	Director, Student Health Services (Physician Administrator)	$39,900	$21,296	$52,700	81
48.0	Director, Student Health Services (Nurse Administrator)	$17,760	$14,160	$21,360	251
49.0	Director, Student Housing	$19,136	$15,579	$22,800	298
50.0	Director, Athletics	$29,394	$23,360	$35,280	356
51.0	Director, Athletics/Men	$31,550	$24,800	$35,980	24
52.0	Director, Athletics/Women	$22,051	$18,120	$28,350	58
53.0	Director, Campus Recreation/Intramurals	$19,903	$15,750	$25,212	91
54.0	Director, Alumni Affairs	$21,000	$17,736	$26,000	346
55.0	Director, Information Office	$22,680	$18,053	$28,000	111
56.0	Director, Community Services	$21,181	$18,000	$28,488	42
58.0	Director, Publications	$22,000	$18,720	$25,490	127
60.0	Chief Planning and Budget Officer	$35,200	$29,068	$43,000	18
61.0	Chief Development and Public Relations Officer	$36,750	$28,152	$48,037	67
62.0	Director, Personnel and Affirmative Action	$24,070	$19,416	$30,358	76
63.0	Director, Admissions and Financial Aid	$30,000	$25,228	$36,000	54
65.0	Director, Development and Alumni Affairs	$28,000	$22,000	$31,350	24
66.0	Director, Admissions and Registrar	$29,744	$23,604	$33,264	27
67.0	Dean, Architecture	$48,222	$39,067	$54,280	7
68.0	Dean, Agriculture	$39,140	$38,369	$41,200	6
69.0	Dean, Arts and Letters	$35,560	$34,070	$43,600	26
70.0	Dean, Arts and Sciences	$45,000	$39,340	$52,000	75
71.0	Dean, Business	$40,000	$33,791	$48,520	127
72.0	Dean, Communications	$34,044	$24,000	$35,769	15
73.0	Dean, Continuing Education	$31,600	$25,000	$37,608	135
75.0	Dean, Education	$38,352	$31,730	$45,237	105
76.0	Dean, Engineering	$42,100	$35,000	$54,300	23
78.0	Dean, Extension	$33,760	$23,496	$40,000	12
79.0	Dean, Fine Arts	$36,200	$30,846	$40,103	50
80.0	Dean, Graduate Programs	$40,000	$34,589	$45,900	81
81.0	Dean, Health Related Professions	$37,000	$28,128	$47,950	23
82.0	Dean, Home Economics	$35,384	$29,832	$39,643	10
83.0	Dean, Humanities	$32,547	$27,984	$37,800	58
85.0	Dean, Law	$61,000	$41,600	$70,000	7
86.0	Dean, Library and Information Sciences	$47,500	$39,150	$50,000	6
87.0	Dean, Mathematics	$31,048	$24,327	$36,020	32
89.0	Dean, Music	$34,267	$21,350	$41,850	27
90.0	Dean, Nursing	$37,654	$30,991	$41,195	65
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,608	$30,624	$42,390	19
94.0	Dean, Sciences	$36,737	$30,000	$41,463	78
95.0	Dean, Social Sciences	$33,697	$26,076	$39,749	69
96.0	Dean, Social Work	$37,198	$29,200	$44,280	19
97.0	Dean, Special Programs	$29,656	$24,252	$36,000	28
98.0	Dean, Undergraduate Programs	$38,000	$34,000	$46,625	22

Table 23
4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1 thru 499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 64.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,526	$35,000	$49,600	59
3.0	Executive Vice President	$31,000	$27,939	$36,877	15
4.0	Chief Academic Officer	$31,500	$26,500	$36,000	56
5.0	Chief Business Officer	$26,274	$23,625	$32,076	58
6.0	Chief Student Affairs Officer	$23,625	$20,000	$26,800	53
7.0	Chief Development Officer	$28,800	$25,102	$33,620	44
8.0	Chief Public Relations Officer	$18,832	$14,800	$22,000	28
10.0	Chief Personnel/Human Resources Officer	$18,468	$15,000	$29,000	6
14.0	Registrar	$18,000	$15,050	$20,423	54
15.0	Director, Church Relations	$20,050	$14,470	$28,068	5
16.0	Director, Learning Resources Center	$18,300	$16,500	$21,000	13
17.0	Director, Library Services	$20,000	$17,250	$21,400	55
18.0	Director, Computer Center	$20,800	$16,824	$24,700	14
20.0	Director, Computer Center Operations/Administrative	$16,000	$11,340	$17,000	8
21.0	Director, Educational Media Services	$19,775	$15,600	$22,000	10
22.0	Director, Institutional Research	$20,800	$20,000	$28,120	6
23.0	Director, Special and Deferred Gifts	$24,603	$18,725	$27,800	8
24.0	Administrator, Grants and Contracts	$15,300	$15,273	$16,640	5
26.0	Chaplain	$19,200	$15,600	$21,022	16
27.0	Comptroller	$20,605	$17,387	$25,000	19
28.0	Director, Accounting	$17,554	$14,290	$20,000	22
31.0	Director, Food Services	$16,246	$13,307	$21,735	16
32.0	Chief Physical Plant/Facilities Management Officer	$18,025	$16,400	$21,950	46
33.0	Director, Student Activities	$17,600	$14,600	$21,000	15
35.0	Director, Bookstore	$12,947	$10,400	$15,608	40
36.0	Director, Campus Security	$12,804	$11,550	$16,000	8
38.0	Director, News Bureau	$17,000	$16,550	$18,500	9
40.0	Director, Admissions	$21,735	$17,831	$25,000	43
41.0	Director, Foreign Students	$16,500	$15,050	$22,440	5
43.0	Director, Student Financial Aid	$16,585	$13,200	$18,312	48
44.0	Director, Student Placement	$16,700	$14,100	$18,690	17
45.0	Director, Student Counseling	$20,100	$17,500	$24,780	18
48.0	Director, Student Health Services (Nurse Administrator)	$14,487	$10,667	$15,600	17
49.0	Director, Student Housing	$15,864	$13,000	$18,700	17
50.0	Director, Athletics	$19,430	$16,850	$24,720	31
54.0	Director, Alumni Affairs	$17,500	$14,000	$20,000	27
55.0	Director, Information Office	$14,000	$13,608	$19,500	5
56.0	Director, Community Services	$15,375	$12,400	$21,000	6
58.0	Director, Publications	$16,275	$14,500	$22,906	6
61.0	Chief Development and Public Relations Officer	$26,250	$23,000	$30,000	11
63.0	Director, Admissions and Financial Aid	$21,550	$20,000	$23,625	9
80.0	Dean, Graduate Programs	$29,148	$23,818	$31,506	5
90.0	Dean, Nursing	$31,752	$30,000	$35,100	5

Table 24
4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 143.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,000	$45,000	$60,000	138
3.0	Executive Vice President	$41,000	$36,774	$52,000	26
4.0	Chief Academic Officer	$37,000	$32,400	$42,000	132
5.0	Chief Business Officer	$34,668	$31,000	$40,260	138
6.0	Chief Student Affairs Officer	$28,400	$24,960	$32,500	136
7.0	Chief Development Officer	$33,417	$27,700	$39,491	112
8.0	Chief Public Relations Officer	$20,207	$17,000	$24,498	85
9.0	Chief Planning Officer	$30,000	$24,610	$38,000	20
10.0	Chief Personnel/Human Resources Officer	$19,800	$16,583	$25,200	26
12.0	Chief Budgeting Officer	$27,288	$25,680	$32,000	10
14.0	Registrar	$21,175	$18,000	$24,520	130
15.0	Director, Church Relations	$20,600	$16,513	$23,100	21
16.0	Director, Learning Resources Center	$20,500	$17,400	$24,050	37
17.0	Director, Library Services	$23,600	$20,600	$27,636	127
18.0	Director, Computer Center	$24,000	$19,570	$28,860	76
19.0	Director, Computer Center Operations/Academic	$26,250	$22,800	$28,600	19
20.0	Director, Computer Center Operations/Administrative	$18,360	$16,150	$26,000	22
21.0	Director, Educational Media Services	$17,200	$14,900	$19,500	33
22.0	Director, Institutional Research	$20,330	$16,364	$26,800	25
23.0	Director, Special and Deferred Gifts	$21,000	$19,000	$25,000	37
24.0	Administrator, Grants and Contracts	$21,200	$18,500	$25,081	20
26.0	Chaplain	$19,800	$14,400	$24,010	66
27.0	Comptroller	$24,500	$21,510	$29,700	70
28.0	Director, Accounting	$20,000	$16,950	$22,901	33
30.0	Bursar	$16,808	$14,950	$19,440	17
31.0	Director, Food Services	$21,186	$18,000	$26,000	31
32.0	Chief Physical Plant/Facilities Management Officer	$23,650	$20,600	$27,294	117
33.0	Director, Student Activities	$15,900	$14,000	$18,540	48
34.0	Director, Purchasing	$16,831	$13,700	$21,060	37
35.0	Director, Bookstore	$13,300	$11,450	$16,560	95
36.0	Director, Campus Security	$15,000	$13,000	$18,500	49
38.0	Director, News Bureau	$16,225	$13,600	$19,250	22
39.0	Director, Auxiliary Services	$21,715	$18,000	$29,300	15
40.0	Director, Admissions	$24,254	$20,000	$30,000	115
41.0	Director, Foreign Students	$16,867	$11,670	$23,964	11
42.0	Director, International Studies Education	$27,000	$19,787	$34,040	8
43.0	Director, Student Financial Aid	$18,500	$16,640	$21,792	129
44.0	Director, Student Placement	$18,000	$16,081	$21,400	88
45.0	Director, Student Counseling	$19,680	$17,267	$22,492	59
46.0	Director, Student Union	$20,000	$15,000	$22,425	20
47.0	Director, Student Health Services (Physician Administrator)	$17,721	$13,610	$34,512	14
48.0	Director, Student Health Services (Nurse Administrator)	$15,234	$12,754	$18,929	72
49.0	Director, Student Housing	$16,330	$14,200	$18,845	71
50.0	Director, Athletics	$27,000	$22,260	$30,640	93
52.0	Director, Athletics/Women	$17,850	$15,594	$19,686	12
53.0	Director, Campus Recreation/Intramurals	$16,800	$15,205	$20,160	14
54.0	Director, Alumni Affairs	$18,800	$16,200	$22,000	100
55.0	Director, Information Office	$17,018	$15,216	$22,000	25
56.0	Director, Community Services	$18,500	$17,160	$19,658	6
58.0	Director, Publications	$20,306	$15,700	$22,000	21
61.0	Chief Development and Public Relations Officer	$33,705	$25,000	$38,900	12
62.0	Director, Personnel and Affirmative Action	$19,688	$17,000	$21,925	15
63.0	Director, Admissions and Financial Aid	$29,400	$24,675	$32,335	15
65.0	Director, Development and Alumni Affairs	$28,840	$28,000	$31,000	5
66.0	Director, Admissions and Registrar	$30,800	$22,925	$33,264	7
70.0	Dean, Arts and Sciences	$30,000	$28,000	$33,500	8
71.0	Dean, Business	$29,526	$25,440	$36,000	20
73.0	Dean, Continuing Education	$26,120	$23,068	$32,351	30
75.0	Dean, Education	$32,884	$25,574	$37,200	18
79.0	Dean, Fine Arts	$34,667	$28,461	$40,000	9
80.0	Dean, Graduate Programs	$32,500	$26,784	$37,000	12
83.0	Dean, Humanities	$30,791	$22,740	$35,260	16
87.0	Dean, Mathematics	$25,200	$24,888	$34,667	5
89.0	Dean, Music	$24,000	$20,784	$44,000	7
90.0	Dean, Nursing	$32,445	$28,446	$38,500	12
94.0	Dean, Sciences	$32,940	$28,936	$39,450	18
95.0	Dean, Social Sciences	$24,395	$22,467	$35,261	16
97.0	Dean, Special Programs	$26,000	$19,760	$29,656	9

Table 25
4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 208.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,626	$50,000	$62,325	5
2.0	Chief Executive Officer, Single Institution	$60,000	$51,000	$72,000	193
3.0	Executive Vice President	$42,510	$35,725	$48,072	41
4.0	Chief Academic Officer	$44,750	$39,312	$50,800	197
5.0	Chief Business Officer	$42,000	$36,300	$50,000	193
6.0	Chief Student Affairs Officer	$35,000	$30,400	$39,600	195
7.0	Chief Development Officer	$39,500	$33,900	$46,200	151
8.0	Chief Public Relations Officer	$25,621	$20,700	$31,200	121
9.0	Chief Planning Officer	$32,600	$28,810	$38,620	22
10.0	Chief Personnel/Human Resources Officer	$26,000	$21,500	$32,000	78
11.0	Chief Health Professions Officer	$29,280	$25,500	$34,450	8
12.0	Chief Budgeting Officer	$34,000	$25,750	$37,000	28
13.0	Director, Legal Services	$28,000	$22,000	$35,818	6
14.0	Registrar	$25,900	$22,200	$29,700	185
15.0	Director, Church Relations	$27,000	$19,055	$30,400	28
16.0	Director, Learning Resources Center	$23,450	$20,000	$26,231	52
17.0	Director, Library Services	$29,904	$25,000	$34,280	181
18.0	Director, Computer Center	$29,207	$25,000	$34,000	140
19.0	Director, Computer Center Operations/Academic	$26,415	$22,700	$35,300	51
20.0	Director, Computer Center Operations/Administrative	$26,750	$21,500	$31,360	46
21.0	Director, Educational Media Services	$21,300	$18,375	$24,800	69
22.0	Director, Institutional Research	$26,508	$22,470	$30,625	52
23.0	Director, Special and Deferred Gifts	$28,400	$24,236	$33,700	68
24.0	Administrator, Grants and Contracts	$24,960	$21,462	$31,200	42
25.0	Director, Affirmative Action/Equal Employment	$26,000	$21,600	$34,081	19
26.0	Chaplain	$24,000	$17,900	$28,600	94
27.0	Comptroller	$30,100	$25,364	$36,500	138
28.0	Director, Accounting	$22,400	$19,669	$26,012	53
29.0	Director, Internal Audit	$22,500	$16,800	$25,550	15
30.0	Bursar	$19,450	$16,680	$25,300	39
31.0	Director, Food Services	$26,300	$21,125	$31,000	57
32.0	Chief Physical Plant/Facilities Management Officer	$28,871	$24,891	$34,359	180
33.0	Director, Student Activities	$19,135	$16,550	$23,350	117
34.0	Director, Purchasing	$21,312	$17,871	$26,842	80
35.0	Director, Bookstore	$18,000	$15,100	$22,000	156
36.0	Director, Campus Security	$20,150	$16,675	$23,940	125
37.0	Director, Information Systems	$21,134	$20,250	$29,800	14
38.0	Director, News Bureau	$19,500	$17,220	$22,950	43
39.0	Director, Auxiliary Services	$26,414	$23,650	$31,500	40
40.0	Director, Admissions	$30,000	$24,308	$35,000	168
41.0	Director, Foreign Students	$24,000	$17,846	$25,909	21
42.0	Director, International Studies Education	$20,100	$17,700	$25,291	16
43.0	Director, Student Financial Aid	$23,949	$20,500	$27,011	191
44.0	Director, Student Placement	$22,400	$18,768	$25,900	170
45.0	Director, Student Counseling	$25,272	$20,698	$30,000	123
46.0	Director, Student Union	$20,500	$17,400	$25,368	51
47.0	Director, Student Health Services (Physician Administrator)	$41,600	$24,744	$54,587	38
48.0	Director, Student Health Services (Nurse Administrator)	$18,868	$14,800	$21,676	117
49.0	Director, Student Housing	$19,280	$15,500	$21,972	148
50.0	Director, Athletics	$30,180	$24,780	$35,700	152
51.0	Director, Athletics/Men	$31,920	$29,100	$36,360	13
52.0	Director, Athletics/Women	$23,328	$19,500	$30,000	29
53.0	Director, Campus Recreation/Intramurals	$18,434	$15,500	$25,500	40
54.0	Director, Alumni Affairs	$22,500	$18,781	$26,565	156
55.0	Director, Information Office	$22,680	$18,216	$27,975	51
56.0	Director, Community Services	$21,525	$19,450	$28,728	17
58.0	Director, Publications	$21,750	$17,700	$25,100	59
60.0	Chief Planning and Budget Officer	$43,000	$39,528	$44,100	5
61.0	Chief Development and Public Relations Officer	$44,000	$34,400	$55,704	26
62.0	Director, Personnel and Affirmative Action	$24,791	$19,768	$29,000	40
63.0	Director, Admissions and Financial Aid	$33,336	$29,744	$38,000	23
65.0	Director, Development and Alumni Affairs	$27,600	$25,196	$31,000	10
66.0	Director, Admissions and Registrar	$28,344	$23,604	$30,384	13
69.0	Dean, Arts and Letters	$35,184	$29,020	$39,200	11
70.0	Dean, Arts and Sciences	$39,469	$34,600	$43,462	22
71.0	Dean, Business	$36,133	$31,105	$41,264	49
72.0	Dean, Communications	$34,044	$27,856	$35,750	10
73.0	Dean, Continuing Education	$30,056	$24,000	$36,000	51
75.0	Dean, Education	$36,809	$31,200	$39,433	41
76.0	Dean, Engineering	$32,400	$30,755	$35,300	5
78.0	Dean, Extension	$28,000	$27,000	$33,862	6
79.0	Dean, Fine Arts	$35,030	$30,400	$38,452	27
80.0	Dean, Graduate Programs	$36,700	$31,900	$44,023	31
81.0	Dean, Health Related Professions	$30,915	$27,623	$37,000	11
82.0	Dean, Home Economics	$35,384	$30,500	$36,805	5
83.0	Dean, Humanities	$32,547	$28,339	$37,196	23
87.0	Dean, Mathematics	$32,182	$28,546	$35,700	19
89.0	Dean, Music	$28,628	$24,833	$39,260	10
90.0	Dean, Nursing	$33,993	$30,991	$39,950	27
91.0	Dean, Occupation Studies/Vocational Education/Technology	$30,624	$29,140	$39,469	6
94.0	Dean, Sciences	$36,473	$32,276	$40,569	34
95.0	Dean, Social Sciences	$33,697	$28,195	$36,752	33
96.0	Dean, Social Work	$31,733	$23,167	$37,800	8
97.0	Dean, Special Programs	$29,661	$28,339	$34,750	9
98.0	Dean, Undergraduate Programs	$37,654	$34,300	$39,453	9

Table 26
4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary **CLASSIFICATION(S):** 4-year College **SOURCE(S) OF SUPPORT:** Not specified **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999
1983/84 BUDGET RANGE: Not specified **CASES SELECTED:** 73

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$63,000	$55,600	$78,000	68
3.0	Executive Vice President	$48,360	$43,438	$56,200	17
4.0	Chief Academic Officer	$55,300	$46,000	$60,684	67
5.0	Chief Business Officer	$49,500	$43,500	$59,286	71
6.0	Chief Student Affairs Officer	$40,800	$37,450	$48,000	71
7.0	Chief Development Officer	$43,000	$36,699	$50,000	40
8.0	Chief Public Relations Officer	$30,000	$25,000	$36,648	42
9.0	Chief Planning Officer	$41,055	$35,000	$44,322	13
10.0	Chief Personnel/Human Resources Officer	$30,000	$24,000	$33,000	48
12.0	Chief Budgeting Officer	$33,300	$29,000	$42,000	23
13.0	Director, Legal Services	$37,100	$31,197	$53,200	6
14.0	Registrar	$31,500	$27,054	$36,648	67
16.0	Director, Learning Resources Center	$28,708	$22,855	$33,700	20
17.0	Director, Library Services	$35,000	$30,100	$40,609	63
18.0	Director, Computer Center	$36,000	$30,326	$39,870	55
19.0	Director, Computer Center Operations/Academic	$24,560	$22,500	$33,595	20
20.0	Director, Computer Center Operations/Administrative	$32,000	$26,300	$35,947	22
21.0	Director, Educational Media Services	$23,000	$21,719	$26,400	30
22.0	Director, Institutional Research	$32,431	$26,145	$37,920	29
23.0	Director, Special and Deferred Gifts	$29,000	$23,333	$35,730	13
24.0	Administrator, Grants and Contracts	$28,000	$23,625	$36,600	21
25.0	Director, Affirmative Action/Equal Employment	$30,886	$26,000	$34,226	16
26.0	Chaplain	$23,955	$21,600	$31,830	14
27.0	Comptroller	$36,500	$33,201	$41,100	47
28.0	Director, Accounting	$23,882	$21,000	$27,760	28
29.0	Director, Internal Audit	$22,275	$19,884	$28,500	13
30.0	Bursar	$22,900	$17,950	$26,855	25
31.0	Director, Food Services	$27,299	$25,098	$34,100	18
32.0	Chief Physical Plant/Facilities Management Officer	$34,130	$30,150	$40,992	66
33.0	Director, Student Activities	$24,725	$20,000	$29,308	44
34.0	Director, Purchasing	$24,306	$17,720	$29,155	55
35.0	Director, Bookstore	$20,400	$18,738	$25,000	43
36.0	Director, Campus Security	$25,000	$21,016	$27,455	60
37.0	Director, Information Systems	$35,000	$32,016	$38,630	8
38.0	Director, News Bureau	$19,300	$17,280	$26,806	11
39.0	Director, Auxiliary Services	$30,050	$27,000	$33,258	21
40.0	Director, Admissions	$32,119	$28,000	$35,920	60
41.0	Director, Foreign Students	$23,743	$21,200	$31,290	5
42.0	Director, International Studies Education	$33,600	$32,475	$47,448	7
43.0	Director, Student Financial Aid	$27,110	$24,828	$30,599	71
44.0	Director, Student Placement	$25,750	$22,296	$30,000	61
45.0	Director, Student Counseling	$28,700	$23,229	$33,400	52
46.0	Director, Student Union	$23,376	$20,100	$29,600	27
47.0	Director, Student Health Services (Physician Administrator)	$44,550	$24,000	$55,000	19
48.0	Director, Student Health Services (Nurse Administrator)	$20,200	$17,867	$24,000	35
49.0	Director, Student Housing	$23,560	$20,600	$27,500	48
50.0	Director, Athletics	$34,296	$30,258	$41,491	59
52.0	Director, Athletics/Women	$23,604	$21,994	$25,248	8
53.0	Director, Campus Recreation/Intramurals	$20,500	$17,350	$25,212	25
54.0	Director, Alumni Affairs	$24,156	$20,500	$30,793	44
55.0	Director, Information Office	$24,910	$22,000	$28,776	24
56.0	Director, Community Services	$29,453	$21,181	$32,935	7
58.0	Director, Publications	$23,050	$20,715	$26,000	24
61.0	Chief Development and Public Relations Officer	$46,000	$34,706	$50,000	12
62.0	Director, Personnel and Affirmative Action	$30,358	$23,900	$36,500	16
63.0	Director, Admissions and Financial Aid	$39,768	$34,800	$45,000	6
69.0	Dean, Arts and Letters	$39,384	$34,070	$41,772	9
70.0	Dean, Arts and Sciences	$48,890	$44,000	$52,500	29
71.0	Dean, Business	$45,475	$38,000	$53,000	42
73.0	Dean, Continuing Education	$37,400	$29,100	$40,000	39
75.0	Dean, Education	$44,000	$36,000	$48,632	27
76.0	Dean, Engineering	$44,520	$35,000	$54,300	12
79.0	Dean, Fine Arts	$38,900	$37,488	$43,080	9
80.0	Dean, Graduate Programs	$42,061	$38,880	$45,620	20
81.0	Dean, Health Related Professions	$39,978	$39,800	$40,000	6
83.0	Dean, Humanities	$36,324	$34,488	$38,425	13
87.0	Dean, Mathematics	$22,836	$21,333	$39,113	7
89.0	Dean, Music	$38,923	$26,672	$48,893	7
90.0	Dean, Nursing	$39,400	$37,752	$41,500	17
91.0	Dean, Occupation Studies/Vocational Education/Technology	$32,330	$27,000	$40,000	6
94.0	Dean, Sciences	$40,000	$31,370	$43,512	18
95.0	Dean, Social Sciences	$40,244	$34,000	$40,824	13
97.0	Dean, Special Programs	$34,716	$26,050	$45,346	6
98.0	Dean, Undergraduate Programs	$39,590	$36,550	$41,206	8

Table 27
4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$66,120	$62,094	$72,900	26
3.0	Executive Vice President	$56,225	$56,195	$60,000	5
4.0	Chief Academic Officer	$56,702	$51,132	$58,000	25
5.0	Chief Business Officer	$54,867	$50,690	$57,950	26
6.0	Chief Student Affairs Officer	$47,162	$44,206	$52,000	26
7.0	Chief Development Officer	$45,400	$39,807	$49,000	12
8.0	Chief Public Relations Officer	$34,311	$26,936	$43,700	10
9.0	Chief Planning Officer	$42,200	$40,945	$49,759	8
10.0	Chief Personnel/Human Resources Officer	$36,276	$33,000	$38,991	20
12.0	Chief Budgeting Officer	$38,997	$35,541	$42,559	15
14.0	Registrar	$34,287	$28,477	$37,547	22
16.0	Director, Learning Resources Center	$31,646	$26,492	$37,852	13
17.0	Director, Library Services	$43,300	$36,108	$46,500	25
18.0	Director, Computer Center	$39,237	$36,750	$42,400	15
19.0	Director, Computer Center Operations/Academic	$39,898	$34,000	$46,155	5
20.0	Director, Computer Center Operations/Administrative	$36,055	$31,844	$41,000	8
21.0	Director, Educational Media Services	$29,600	$24,697	$37,137	14
22.0	Director, Institutional Research	$33,585	$29,167	$37,000	21
23.0	Director, Special and Deferred Gifts	$29,120	$25,475	$35,500	6
24.0	Administrator, Grants and Contracts	$36,612	$26,000	$43,000	14
25.0	Director, Affirmative Action/Equal Employment	$32,500	$27,750	$35,369	17
27.0	Comptroller	$39,150	$30,400	$45,987	15
28.0	Director, Accounting	$30,717	$28,700	$42,992	11
29.0	Director, Internal Audit	$28,400	$25,850	$33,675	5
30.0	Bursar	$29,940	$23,532	$32,652	13
31.0	Director, Food Services	$28,200	$27,085	$35,371	7
32.0	Chief Physical Plant/Facilities Management Officer	$38,991	$34,578	$41,197	23
33.0	Director, Student Activities	$25,000	$23,525	$29,255	14
34.0	Director, Purchasing	$28,500	$22,522	$29,600	20
35.0	Director, Bookstore	$28,700	$19,100	$29,500	10
36.0	Director, Campus Security	$29,090	$24,500	$32,675	20
37.0	Director, Information Systems	$38,991	$32,261	$48,500	6
38.0	Director, News Bureau	$25,709	$22,000	$35,000	10
39.0	Director, Auxiliary Services	$36,050	$32,000	$42,000	11
40.0	Director, Admissions	$33,386	$31,175	$36,108	22
41.0	Director, Foreign Students	$32,498	$24,866	$36,405	6
43.0	Director, Student Financial Aid	$31,000	$26,650	$34,622	26
44.0	Director, Student Placement	$30,183	$24,274	$34,100	24
45.0	Director, Student Counseling	$31,644	$29,100	$36,357	22
46.0	Director, Student Union	$29,900	$23,000	$30,725	12
47.0	Director, Student Health Services (Physician Administrator)	$51,876	$46,750	$59,337	9
48.0	Director, Student Health Services (Nurse Administrator)	$23,153	$19,500	$30,552	10
49.0	Director, Student Housing	$27,100	$25,532	$34,817	14
50.0	Director, Athletics	$38,991	$32,206	$40,945	21
52.0	Director, Athletics/Women	$27,960	$27,416	$30,590	5
53.0	Director, Campus Recreation/Intramurals	$24,782	$21,556	$25,091	9
54.0	Director, Alumni Affairs	$26,800	$23,705	$29,928	19
55.0	Director, Information Office	$31,164	$30,329	$35,361	6
56.0	Director, Community Services	$26,780	$21,630	$28,488	6
58.0	Director, Publications	$25,490	$23,000	$29,551	17
61.0	Chief Development and Public Relations Officer	$35,606	$35,461	$52,800	6
70.0	Dean, Arts and Sciences	$52,260	$46,075	$56,150	15
71.0	Dean, Business	$51,630	$45,996	$55,029	16
73.0	Dean, Continuing Education	$42,652	$40,437	$45,826	11
75.0	Dean, Education	$49,759	$46,078	$51,800	16
80.0	Dean, Graduate Programs	$51,843	$47,000	$57,094	13
91.0	Dean, Occupation Studies/Vocational Education/Technology	$47,675	$47,500	$49,759	5
96.0	Dean, Social Work	$53,328	$44,280	$53,815	5

Table 28

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 2,499.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 46.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,820	$48,704	$58,842	45
3.0	Executive Vice President	$45,800	$35,725	$48,072	7
4.0	Chief Academic Officer	$44,316	$40,821	$47,575	42
5.0	Chief Business Officer	$37,863	$34,747	$43,848	46
6.0	Chief Student Affairs Officer	$35,620	$30,026	$38,451	44
7.0	Chief Development Officer	$34,213	$29,000	$36,459	15
8.0	Chief Public Relations Officer	$25,899	$21,800	$31,016	27
10.0	Chief Personnel/Human Resources Officer	$27,894	$20,592	$31,341	15
12.0	Chief Budgeting Officer	$26,750	$25,656	$35,964	10
14.0	Registrar	$26,464	$23,334	$30,056	32
16.0	Director, Learning Resources Center	$25,548	$19,000	$34,008	14
17.0	Director, Library Services	$29,676	$26,065	$32,100	40
18.0	Director, Computer Center	$29,207	$23,808	$32,900	35
19.0	Director, Computer Center Operations/Academic	$22,700	$21,026	$30,056	6
21.0	Director, Educational Media Services	$21,500	$20,199	$25,818	18
22.0	Director, Institutional Research	$30,000	$23,400	$35,310	15
24.0	Administrator, Grants and Contracts	$25,751	$22,220	$34,860	10
25.0	Director, Affirmative Action/Equal Employment	$27,600	$22,000	$32,764	8
27.0	Comptroller	$30,400	$28,900	$33,800	16
28.0	Director, Accounting	$26,000	$21,630	$30,012	13
30.0	Bursar	$19,450	$16,368	$27,382	7
31.0	Director, Food Services	$22,349	$17,900	$27,936	8
32.0	Chief Physical Plant/Facilities Management Officer	$27,894	$24,555	$31,600	43
33.0	Director, Student Activities	$18,558	$16,550	$24,039	21
34.0	Director, Purchasing	$20,028	$18,192	$25,368	22
35.0	Director, Bookstore	$19,982	$15,390	$22,008	32
36.0	Director, Campus Security	$21,840	$18,696	$24,071	27
39.0	Director, Auxiliary Services	$25,899	$23,968	$30,915	12
40.0	Director, Admissions	$26,009	$21,854	$30,056	27
43.0	Director, Student Financial Aid	$23,949	$21,829	$27,036	39
44.0	Director, Student Placement	$24,912	$19,398	$29,670	32
45.0	Director, Student Counseling	$26,436	$23,500	$29,608	23
46.0	Director, Student Union	$22,234	$20,664	$25,725	13
47.0	Director, Student Health Services (Physician Administrator)	$34,512	$24,205	$51,227	9
48.0	Director, Student Health Services (Nurse Administrator)	$17,760	$14,439	$20,176	17
49.0	Director, Student Housing	$21,759	$19,280	$25,899	22
50.0	Director, Athletics	$29,716	$27,000	$32,300	39
53.0	Director, Campus Recreation/Intramurals	$29,568	$20,055	$31,471	7
54.0	Director, Alumni Affairs	$24,000	$19,368	$25,500	14
55.0	Director, Information Office	$20,264	$18,216	$27,400	7
62.0	Director, Personnel and Affirmative Action	$24,600	$20,832	$31,676	11
65.0	Director, Development and Alumni Affairs	$27,700	$22,776	$28,840	8
66.0	Director, Admissions and Registrar	$30,384	$25,296	$31,000	11
69.0	Dean, Arts and Letters	$35,516	$35,184	$45,156	6
70.0	Dean, Arts and Sciences	$41,900	$39,469	$43,462	8
71.0	Dean, Business	$39,002	$34,971	$42,800	21
73.0	Dean, Continuing Education	$32,102	$25,307	$36,925	15
75.0	Dean, Education	$38,002	$35,712	$43,500	27
79.0	Dean, Fine Arts	$35,192	$32,687	$40,103	10
80.0	Dean, Graduate Programs	$38,183	$35,520	$45,600	9
81.0	Dean, Health Related Professions	$36,504	$30,915	$36,984	5
83.0	Dean, Humanities	$33,825	$31,217	$37,452	10
87.0	Dean, Mathematics	$34,758	$33,300	$37,100	8
90.0	Dean, Nursing	$37,360	$33,993	$40,425	10
91.0	Dean, Occupation Studies/Vocational Education/Technology	$36,394	$30,624	$38,608	6
94.0	Dean, Sciences	$37,548	$35,328	$40,569	16
95.0	Dean, Social Sciences	$35,261	$33,697	$37,872	15

Table 29
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 40

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,156	$50,944	$63,800	38
3.0	Executive Vice President	$43,438	$32,544	$47,713	9
4.0	Chief Academic Officer	$49,750	$41,000	$57,606	38
5.0	Chief Business Officer	$46,681	$40,000	$53,691	39
6.0	Chief Student Affairs Officer	$40,270	$37,210	$44,900	38
7.0	Chief Development Officer	$36,699	$34,000	$41,800	15
8.0	Chief Public Relations Officer	$25,056	$22,032	$33,800	22
9.0	Chief Planning Officer	$41,055	$30,500	$44,322	7
10.0	Chief Personnel/Human Resources Officer	$26,892	$23,799	$32,088	26
12.0	Chief Budgeting Officer	$33,300	$28,361	$38,740	17
14.0	Registrar	$31,000	$26,760	$36,601	35
16.0	Director, Learning Resources Center	$30,124	$26,484	$32,736	10
17.0	Director, Library Services	$33,000	$29,797	$40,380	34
18.0	Director, Computer Center	$33,407	$28,000	$36,500	32
19.0	Director, Computer Center Operations/Academic	$24,540	$21,060	$26,273	7
20.0	Director, Computer Center Operations/Administrative	$27,600	$23,761	$33,173	8
21.0	Director, Educational Media Services	$24,100	$22,400	$26,400	17
22.0	Director, Institutional Research	$32,431	$23,568	$37,920	17
24.0	Administrator, Grants and Contracts	$27,600	$22,109	$34,465	7
25.0	Director, Affirmative Action/Equal Employment	$31,248	$27,325	$40,392	10
27.0	Comptroller	$34,529	$26,760	$36,600	17
28.0	Director, Accounting	$24,431	$14,760	$33,000	12
29.0	Director, Internal Audit	$19,884	$17,550	$27,972	6
30.0	Bursar	$20,791	$15,384	$23,220	12
31.0	Director, Food Services	$26,376	$24,891	$28,500	10
32.0	Chief Physical Plant/Facilities Management Officer	$31,832	$28,368	$38,600	34
33.0	Director, Student Activities	$23,760	$20,000	$29,443	20
34.0	Director, Purchasing	$22,780	$16,260	$28,000	32
35.0	Director, Bookstore	$19,980	$16,416	$21,924	26
36.0	Director, Campus Security	$23,500	$18,000	$27,047	30
39.0	Director, Auxiliary Services	$28,100	$26,736	$32,000	14
40.0	Director, Admissions	$28,810	$26,064	$33,075	30
43.0	Director, Student Financial Aid	$26,052	$22,920	$29,473	40
44.0	Director, Student Placement	$24,039	$20,300	$28,424	32
45.0	Director, Student Counseling	$27,894	$23,229	$31,795	25
46.0	Director, Student Union	$23,899	$22,332	$29,110	18
47.0	Director, Student Health Services (Physician Administrator)	$39,091	$15,672	$49,366	8
48.0	Director, Student Health Services (Nurse Administrator)	$20,200	$17,532	$24,039	18
49.0	Director, Student Housing	$23,560	$20,600	$27,380	22
50.0	Director, Athletics	$32,525	$30,258	$40,235	33
53.0	Director, Campus Recreation/Intramurals	$20,176	$18,000	$23,568	15
54.0	Director, Alumni Affairs	$22,128	$19,904	$26,700	16
55.0	Director, Information Office	$24,850	$20,477	$28,776	13
56.0	Director, Community Services	$29,453	$26,064	$30,000	5
58.0	Director, Publications	$20,959	$19,250	$24,984	9
61.0	Chief Development and Public Relations Officer	$37,300	$27,500	$48,780	6
62.0	Director, Personnel and Affirmative Action	$24,070	$23,400	$34,864	10
69.0	Dean, Arts and Letters	$36,000	$34,070	$39,384	5
70.0	Dean, Arts and Sciences	$47,794	$41,400	$50,464	15
71.0	Dean, Business	$41,616	$37,500	$48,175	24
73.0	Dean, Continuing Education	$33,350	$26,064	$39,640	19
75.0	Dean, Education	$44,000	$36,000	$46,000	21
76.0	Dean, Engineering	$42,100	$35,000	$44,520	5
79.0	Dean, Fine Arts	$40,000	$37,488	$47,400	7
80.0	Dean, Graduate Programs	$40,884	$38,880	$43,226	8
83.0	Dean, Humanities	$35,000	$29,628	$38,150	9
87.0	Dean, Mathematics	$22,836	$22,344	$39,113	5
90.0	Dean, Nursing	$38,481	$25,008	$42,660	11
91.0	Dean, Occupation Studies/Vocational Education/Technology	$32,330	$27,000	$40,000	6
94.0	Dean, Sciences	$40,000	$31,000	$43,512	12
95.0	Dean, Social Sciences	$39,749	$26,076	$40,824	10

Table 30

PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 21.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$64,941	$61,750	$68,000	21
4.0	Chief Academic Officer	$57,362	$53,891	$58,000	20
5.0	Chief Business Officer	$54,867	$51,920	$56,698	21
6.0	Chief Student Affairs Officer	$47,162	$45,360	$51,558	21
7.0	Chief Development Officer	$42,992	$39,807	$46,017	8
8.0	Chief Public Relations Officer	$34,311	$26,936	$43,700	6
9.0	Chief Planning Officer	$48,875	$42,200	$49,759	5
10.0	Chief Personnel/Human Resources Officer	$37,000	$35,035	$39,428	16
12.0	Chief Budgeting Officer	$41,000	$38,200	$42,559	13
14.0	Registrar	$35,067	$31,974	$38,662	17
16.0	Director, Learning Resources Center	$31,646	$26,492	$37,852	12
17.0	Director, Library Services	$45,136	$37,800	$46,684	20
18.0	Director, Computer Center	$39,237	$37,547	$42,400	14
20.0	Director, Computer Center Operations/Administrative	$36,055	$35,500	$41,000	5
21.0	Director, Educational Media Services	$31,634	$25,200	$37,137	12
22.0	Director, Institutional Research	$33,585	$29,820	$38,997	17
24.0	Administrator, Grants and Contracts	$38,000	$29,081	$43,000	13
25.0	Director, Affirmative Action/Equal Employment	$32,946	$31,241	$38,380	15
27.0	Comptroller	$39,150	$30,400	$45,987	11
28.0	Director, Accounting	$30,717	$28,700	$42,992	7
30.0	Bursar	$31,543	$23,532	$33,624	11
31.0	Director, Food Services	$29,678	$28,192	$35,371	5
32.0	Chief Physical Plant/Facilities Management Officer	$39,782	$34,578	$41,900	19
33.0	Director, Student Activities	$26,942	$24,000	$31,000	10
34.0	Director, Purchasing	$28,500	$22,628	$29,600	16
35.0	Director, Bookstore	$29,255	$24,185	$29,500	8
36.0	Director, Campus Security	$30,951	$25,000	$34,500	15
37.0	Director, Information Systems	$38,991	$32,261	$43,393	5
38.0	Director, News Bureau	$27,242	$25,709	$29,200	5
39.0	Director, Auxiliary Services	$36,050	$32,114	$42,000	10
40.0	Director, Admissions	$34,317	$32,417	$38,183	17
43.0	Director, Student Financial Aid	$33,050	$27,507	$34,980	21
44.0	Director, Student Placement	$30,183	$24,650	$32,729	20
45.0	Director, Student Counseling	$33,750	$29,747	$36,969	18
46.0	Director, Student Union	$30,087	$24,972	$33,684	10
47.0	Director, Student Health Services (Physician Administrator)	$51,876	$46,750	$59,337	8
48.0	Director, Student Health Services (Nurse Administrator)	$30,513	$23,153	$35,124	6
49.0	Director, Student Housing	$28,829	$24,458	$35,650	10
50.0	Director, Athletics	$38,991	$29,910	$40,945	16
53.0	Director, Campus Recreation/Intramurals	$24,892	$21,556	$25,859	7
54.0	Director, Alumni Affairs	$25,859	$23,174	$29,928	15
55.0	Director, Information Office	$31,164	$30,329	$35,361	6
58.0	Director, Publications	$25,719	$23,188	$30,000	14
61.0	Chief Development and Public Relations Officer	$35,606	$35,461	$52,800	6
70.0	Dean, Arts and Sciences	$52,260	$46,606	$55,800	13
71.0	Dean, Business	$51,630	$49,000	$55,029	14
73.0	Dean, Continuing Education	$42,652	$41,040	$45,587	9
75.0	Dean, Education	$49,759	$46,078	$51,800	16
80.0	Dean, Graduate Programs	$51,759	$47,000	$55,680	11
91.0	Dean, Occupation Studies/Vocational Education/Technology	$47,675	$47,500	$49,759	5

Table 31

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 63.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,250	$35,000	$47,500	58
3.0	Executive Vice President	$31,000	$27,939	$36,877	15
4.0	Chief Academic Officer	$31,500	$26,500	$36,000	55
5.0	Chief Business Officer	$26,274	$23,625	$32,076	57
6.0	Chief Student Affairs Officer	$23,625	$19,653	$26,800	52
7.0	Chief Development Officer	$28,800	$25,102	$33,620	44
8.0	Chief Public Relations Officer	$18,832	$14,800	$22,000	28
10.0	Chief Personnel/Human Resources Officer	$18,468	$15,000	$29,000	6
14.0	Registrar	$18,000	$15,050	$20,423	54
15.0	Director, Church Relations	$20,050	$14,470	$28,068	5
16.0	Director, Learning Resources Center	$18,300	$16,500	$21,000	13
17.0	Director, Library Services	$19,950	$17,250	$21,333	54
18.0	Director, Computer Center	$20,800	$16,824	$24,700	14
20.0	Director, Computer Center Operations/Administrative	$16,000	$11,340	$17,000	8
21.0	Director, Educational Media Services	$19,775	$15,600	$22,000	10
22.0	Director, Institutional Research	$20,800	$20,000	$28,120	6
23.0	Director, Special and Deferred Gifts	$24,603	$18,725	$27,800	8
24.0	Administrator, Grants and Contracts	$15,300	$15,273	$16,640	5
26.0	Chaplain	$19,200	$15,600	$21,022	16
27.0	Comptroller	$20,605	$17,387	$25,000	19
28.0	Director, Accounting	$17,554	$14,290	$20,000	22
31.0	Director, Food Services	$16,246	$13,307	$21,735	16
32.0	Chief Physical Plant/Facilities Management Officer	$18,025	$16,400	$21,950	46
33.0	Director, Student Activities	$17,600	$14,600	$21,000	15
35.0	Director, Bookstore	$12,947	$10,400	$15,608	40
36.0	Director, Campus Security	$12,804	$11,550	$16,000	8
38.0	Director, News Bureau	$17,000	$16,550	$18,500	9
40.0	Director, Admissions	$21,735	$17,831	$25,000	43
41.0	Director, Foreign Students	$16,500	$15,050	$22,440	5
43.0	Director, Student Financial Aid	$16,585	$13,200	$18,312	48
44.0	Director, Student Placement	$16,700	$14,100	$18,690	17
45.0	Director, Student Counseling	$20,100	$17,500	$24,780	18
48.0	Director, Student Health Services (Nurse Administrator)	$14,487	$10,667	$15,600	17
49.0	Director, Student Housing	$15,864	$13,000	$18,700	17
50.0	Director, Athletics	$19,430	$16,850	$24,720	31
54.0	Director, Alumni Affairs	$17,500	$14,000	$20,000	27
55.0	Director, Information Office	$14,000	$13,608	$19,500	5
56.0	Director, Community Services	$15,375	$12,400	$21,000	6
58.0	Director, Publications	$16,275	$14,500	$22,906	6
61.0	Chief Development and Public Relations Officer	$26,250	$23,000	$30,000	11
63.0	Director, Admissions and Financial Aid	$21,550	$20,000	$23,625	9
80.0	Dean, Graduate Programs	$29,148	$23,818	$31,506	5
90.0	Dean, Nursing	$31,752	$30,000	$35,100	5

Table 32
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 500 thru 999. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 133.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,000	$45,000	$60,500	128
3.0	Executive Vice President	$41,000	$36,774	$52,000	25
4.0	Chief Academic Officer	$36,800	$32,309	$41,540	123
5.0	Chief Business Officer	$34,184	$31,000	$40,000	128
6.0	Chief Student Affairs Officer	$28,400	$24,720	$32,700	127
7.0	Chief Development Officer	$33,500	$27,700	$39,500	109
8.0	Chief Public Relations Officer	$20,140	$16,715	$24,100	80
9.0	Chief Planning Officer	$30,000	$24,610	$38,000	20
10.0	Chief Personnel/Human Resources Officer	$17,690	$15,800	$24,047	24
12.0	Chief Budgeting Officer	$27,300	$26,700	$32,000	9
14.0	Registrar	$21,000	$17,700	$24,400	124
15.0	Director, Church Relations	$20,600	$16,513	$23,100	21
16.0	Director, Learning Resources Center	$20,500	$17,400	$24,050	35
17.0	Director, Library Services	$23,320	$20,151	$27,636	118
18.0	Director, Computer Center	$23,834	$19,500	$28,860	70
19.0	Director, Computer Center Operations/Academic	$26,250	$24,000	$28,600	18
20.0	Director, Computer Center Operations/Administrative	$18,360	$15,273	$26,000	20
21.0	Director, Educational Media Services	$16,480	$14,700	$18,120	30
22.0	Director, Institutional Research	$20,330	$16,364	$26,800	24
23.0	Director, Special and Deferred Gifts	$21,000	$19,000	$25,000	37
24.0	Administrator, Grants and Contracts	$21,200	$18,500	$25,787	18
26.0	Chaplain	$19,800	$14,400	$24,010	66
27.0	Comptroller	$24,460	$21,000	$28,984	68
28.0	Director, Accounting	$18,750	$16,511	$22,500	29
30.0	Bursar	$16,808	$14,800	$19,440	16
31.0	Director, Food Services	$21,186	$18,000	$24,600	29
32.0	Chief Physical Plant/Facilities Management Officer	$23,700	$20,422	$27,294	107
33.0	Director, Student Activities	$15,900	$14,000	$18,500	45
34.0	Director, Purchasing	$16,600	$13,390	$21,060	34
35.0	Director, Bookstore	$13,165	$11,368	$16,560	91
36.0	Director, Campus Security	$15,000	$13,000	$18,714	47
38.0	Director, News Bureau	$16,225	$13,600	$19,250	22
39.0	Director, Auxiliary Services	$21,715	$18,000	$29,300	15
40.0	Director, Admissions	$25,000	$20,000	$30,000	111
41.0	Director, Foreign Students	$16,867	$11,670	$23,964	11
42.0	Director, International Studies Education	$27,000	$19,787	$34,040	8
43.0	Director, Student Financial Aid	$18,360	$16,605	$21,580	121
44.0	Director, Student Placement	$18,000	$16,000	$21,446	83
45.0	Director, Student Counseling	$19,680	$17,267	$22,492	57
46.0	Director, Student Union	$20,000	$15,000	$22,425	19
47.0	Director, Student Health Services (Physician Administrator)	$17,721	$13,610	$22,907	13
48.0	Director, Student Health Services (Nurse Administrator)	$15,900	$12,754	$19,040	70
49.0	Director, Student Housing	$16,035	$14,200	$18,845	69
50.0	Director, Athletics	$26,000	$22,240	$30,640	83
52.0	Director, Athletics/Women	$17,850	$15,594	$19,686	12
53.0	Director, Campus Recreation/Intramurals	$16,800	$15,205	$20,000	13
54.0	Director, Alumni Affairs	$18,800	$16,240	$22,000	98
55.0	Director, Information Office	$17,000	$15,000	$19,822	24
56.0	Director, Community Services	$18,500	$17,160	$19,658	6
58.0	Director, Publications	$20,306	$15,356	$22,000	20
61.0	Chief Development and Public Relations Officer	$33,705	$25,000	$38,900	12
62.0	Director, Personnel and Affirmative Action	$19,688	$17,000	$21,925	15
63.0	Director, Admissions and Financial Aid	$30,000	$24,675	$32,335	13
70.0	Dean, Arts and Sciences	$30,000	$28,000	$33,500	8
71.0	Dean, Business	$29,526	$25,440	$36,000	18
73.0	Dean, Continuing Education	$26,120	$22,332	$29,818	27
75.0	Dean, Education	$32,884	$25,200	$36,278	14
79.0	Dean, Fine Arts	$30,236	$26,984	$40,000	8
80.0	Dean, Graduate Programs	$32,500	$26,784	$37,000	12
83.0	Dean, Humanities	$28,699	$22,740	$32,000	13
87.0	Dean, Mathematics	$25,200	$24,888	$34,667	5
89.0	Dean, Music	$24,000	$20,784	$44,000	7
90.0	Dean, Nursing	$32,445	$28,446	$38,500	12
94.0	Dean, Sciences	$31,320	$28,080	$40,520	15
95.0	Dean, Social Sciences	$23,633	$22,467	$33,240	14
97.0	Dean, Special Programs	$26,000	$19,760	$29,656	9

Table 33

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent
FTE-ENROLLMENT RANGE: 1,000 thru 2,499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 173.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$61,000	$51,740	$74,500	159
3.0	Executive Vice President	$42,510	$35,298	$49,741	35
4.0	Chief Academic Officer	$44,750	$38,700	$51,500	165
5.0	Chief Business Officer	$42,500	$36,520	$50,500	158
6.0	Chief Student Affairs Officer	$34,800	$30,000	$39,349	161
7.0	Chief Development Officer	$40,000	$34,125	$47,013	139
8.0	Chief Public Relations Officer	$25,529	$20,280	$31,600	99
9.0	Chief Planning Officer	$34,200	$28,810	$39,690	18
10.0	Chief Personnel/Human Resources Officer	$26,000	$22,256	$32,100	65
11.0	Chief Health Professions Officer	$29,280	$25,500	$52,600	7
12.0	Chief Budgeting Officer	$35,200	$26,400	$37,200	19
13.0	Director, Legal Services	$28,000	$22,000	$35,818	6
14.0	Registrar	$25,500	$22,050	$29,434	159
15.0	Director, Church Relations	$27,000	$19,055	$30,400	28
16.0	Director, Learning Resources Center	$22,620	$20,000	$24,700	40
17.0	Director, Library Services	$29,275	$24,500	$34,880	151
18.0	Director, Computer Center	$29,200	$25,000	$34,650	111
19.0	Director, Computer Center Operations/Academic	$26,415	$23,000	$35,300	46
20.0	Director, Computer Center Operations/Administrative	$26,946	$21,500	$31,360	45
21.0	Director, Educational Media Services	$20,900	$17,575	$23,900	54
22.0	Director, Institutional Research	$26,130	$22,000	$29,925	38
23.0	Director, Special and Deferred Gifts	$28,400	$24,236	$33,700	68
24.0	Administrator, Grants and Contracts	$23,800	$21,000	$29,530	34
25.0	Director, Affirmative Action/Equal Employment	$24,198	$19,550	$35,000	12
26.0	Chaplain	$24,000	$17,900	$28,600	94
27.0	Comptroller	$29,950	$25,200	$36,550	124
28.0	Director, Accounting	$21,331	$17,250	$24,600	44
29.0	Director, Internal Audit	$20,620	$13,655	$25,335	12
30.0	Bursar	$19,400	$16,728	$24,385	33
31.0	Director, Food Services	$27,000	$21,125	$31,350	51
32.0	Chief Physical Plant/Facilities Management Officer	$29,000	$24,700	$35,000	147
33.0	Director, Student Activities	$19,300	$16,064	$23,200	99
34.0	Director, Purchasing	$22,050	$17,834	$26,842	61
35.0	Director, Bookstore	$17,552	$14,900	$21,286	128
36.0	Director, Campus Security	$19,477	$15,810	$22,711	100
37.0	Director, Information Systems	$21,000	$19,900	$31,800	10
38.0	Director, News Bureau	$19,075	$16,430	$22,600	40
39.0	Director, Auxiliary Services	$26,500	$23,104	$32,100	28
40.0	Director, Admissions	$30,500	$24,610	$36,380	145
41.0	Director, Foreign Students	$24,000	$17,846	$25,909	21
42.0	Director, International Studies Education	$20,100	$17,700	$26,816	15
43.0	Director, Student Financial Aid	$23,894	$20,400	$27,011	160
44.0	Director, Student Placement	$21,864	$18,530	$25,000	143
45.0	Director, Student Counseling	$24,717	$20,250	$30,100	102
46.0	Director, Student Union	$20,200	$16,588	$25,100	39
47.0	Director, Student Health Services (Physician Administrator)	$43,200	$25,000	$54,587	30
48.0	Director, Student Health Services (Nurse Administrator)	$18,735	$14,800	$22,365	102
49.0	Director, Student Housing	$18,000	$15,000	$21,000	128
50.0	Director, Athletics	$30,200	$24,780	$36,000	123
51.0	Director, Athletics/Men	$31,920	$29,100	$36,360	12
52.0	Director, Athletics/Women	$23,893	$19,456	$32,064	27
53.0	Director, Campus Recreation/Intramurals	$18,000	$15,000	$25,400	34
54.0	Director, Alumni Affairs	$22,000	$18,600	$26,816	144
55.0	Director, Information Office	$22,817	$18,375	$27,975	45
56.0	Director, Community Services	$20,615	$16,640	$25,900	13
58.0	Director, Publications	$21,700	$17,700	$25,100	57
60.0	Chief Planning and Budget Officer	$43,000	$39,528	$44,100	5
61.0	Chief Development and Public Relations Officer	$45,000	$35,736	$56,175	23
62.0	Director, Personnel and Affirmative Action	$25,000	$19,700	$29,000	29
63.0	Director, Admissions and Financial Aid	$33,336	$29,840	$38,000	22
65.0	Director, Development and Alumni Affairs	$27,600	$26,500	$30,000	5
66.0	Director, Admissions and Registrar	$28,350	$23,604	$28,736	5
69.0	Dean, Arts and Letters	$29,020	$28,536	$31,283	5
70.0	Dean, Arts and Sciences	$35,664	$32,640	$42,900	14
71.0	Dean, Business	$34,533	$29,333	$40,000	30
72.0	Dean, Communications	$27,856	$24,000	$34,487	6
73.0	Dean, Continuing Education	$30,000	$23,600	$35,000	39
75.0	Dean, Education	$30,747	$26,834	$35,000	18
79.0	Dean, Fine Arts	$33,230	$28,200	$38,452	18
80.0	Dean, Graduate Programs	$35,112	$31,200	$44,000	22
81.0	Dean, Health Related Professions	$27,623	$27,333	$37,000	6
83.0	Dean, Humanities	$30,088	$28,100	$37,196	16
87.0	Dean, Mathematics	$29,500	$24,327	$32,182	11
89.0	Dean, Music	$24,960	$19,105	$34,267	8
90.0	Dean, Nursing	$32,759	$29,400	$39,710	17
94.0	Dean, Sciences	$35,520	$28,734	$37,800	21
95.0	Dean, Social Sciences	$29,589	$27,200	$36,547	20
96.0	Dean, Social Work	$31,733	$29,200	$37,800	5
97.0	Dean, Special Programs	$29,661	$28,339	$34,750	6
98.0	Dean, Undergraduate Programs	$38,797	$34,300	$46,625	7

Table 34
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 2,500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 2,500 or more. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$78,000	$70,000	$86,000	35
3.0	Executive Vice President	$60,000	$54,000	$64,184	9
4.0	Chief Academic Officer	$56,400	$50,000	$65,000	34
5.0	Chief Business Officer	$54,722	$49,099	$63,500	37
6.0	Chief Student Affairs Officer	$40,800	$37,450	$50,400	38
7.0	Chief Development Officer	$48,041	$43,000	$54,000	29
8.0	Chief Public Relations Officer	$33,700	$28,688	$37,500	24
9.0	Chief Planning Officer	$41,000	$35,000	$45,150	9
10.0	Chief Personnel/Human Resources Officer	$30,000	$24,000	$35,100	26
12.0	Chief Budgeting Officer	$33,000	$30,000	$41,556	8
14.0	Registrar	$31,500	$27,600	$35,250	37
16.0	Director, Learning Resources Center	$27,300	$20,860	$38,156	11
17.0	Director, Library Services	$35,760	$31,500	$40,667	34
18.0	Director, Computer Center	$39,300	$34,000	$43,200	24
19.0	Director, Computer Center Operations/Academic	$32,450	$22,800	$34,908	15
20.0	Director, Computer Center Operations/Administrative	$32,450	$29,293	$37,780	17
21.0	Director, Educational Media Services	$22,200	$19,200	$24,829	15
22.0	Director, Institutional Research	$30,334	$26,145	$37,000	16
23.0	Director, Special and Deferred Gifts	$29,000	$24,000	$35,900	14
24.0	Administrator, Grants and Contracts	$28,000	$22,050	$36,750	15
25.0	Director, Affirmative Action/Equal Employment	$26,000	$20,000	$29,800	8
26.0	Chaplain	$23,955	$20,800	$29,000	16
27.0	Comptroller	$38,600	$34,300	$44,000	34
28.0	Director, Accounting	$23,650	$21,000	$27,325	20
29.0	Director, Internal Audit	$22,275	$20,308	$28,500	8
30.0	Bursar	$24,150	$20,900	$29,000	15
31.0	Director, Food Services	$28,200	$27,000	$44,000	10
32.0	Chief Physical Plant/Facilities Management Officer	$38,000	$31,400	$41,500	36
33.0	Director, Student Activities	$24,725	$19,850	$27,000	28
34.0	Director, Purchasing	$26,292	$21,200	$29,201	27
35.0	Director, Bookstore	$21,732	$19,100	$28,170	19
36.0	Director, Campus Security	$25,900	$22,760	$28,000	35
37.0	Director, Information Systems	$38,630	$35,000	$48,000	7
38.0	Director, News Bureau	$22,000	$15,600	$32,648	12
39.0	Director, Auxiliary Services	$28,620	$26,000	$35,850	8
40.0	Director, Admissions	$34,435	$30,100	$39,395	35
41.0	Director, Foreign Students	$21,200	$20,667	$31,290	5
42.0	Director, International Studies Education	$33,000	$23,000	$42,240	7
43.0	Director, Student Financial Aid	$29,329	$25,900	$32,118	36
44.0	Director, Student Placement	$26,800	$23,000	$30,433	33
45.0	Director, Student Counseling	$31,197	$26,000	$34,800	31
46.0	Director, Student Union	$20,170	$15,500	$30,500	11
47.0	Director, Student Health Services (Physician Administrator)	$44,000	$25,679	$55,000	12
48.0	Director, Student Health Services (Nurse Administrator)	$19,500	$17,875	$23,600	21
49.0	Director, Student Housing	$25,000	$21,600	$28,100	30
50.0	Director, Athletics	$35,900	$31,077	$41,900	31
52.0	Director, Athletics/Women	$21,994	$20,086	$23,604	6
53.0	Director, Campus Recreation/Intramurals	$22,967	$15,000	$25,212	12
54.0	Director, Alumni Affairs	$27,000	$21,000	$32,499	32
55.0	Director, Information Office	$25,000	$22,860	$29,400	11
58.0	Director, Publications	$23,100	$21,560	$26,000	18
61.0	Chief Development and Public Relations Officer	$48,037	$46,000	$60,200	6
62.0	Director, Personnel and Affirmative Action	$32,935	$30,358	$36,900	7
63.0	Director, Admissions and Financial Aid	$45,000	$34,800	$46,700	5
70.0	Dean, Arts and Sciences	$50,220	$44,000	$57,500	16
71.0	Dean, Business	$51,314	$43,000	$58,150	20
73.0	Dean, Continuing Education	$37,497	$32,017	$45,000	22
75.0	Dean, Education	$40,660	$39,235	$56,133	6
76.0	Dean, Engineering	$54,300	$37,900	$58,000	7
80.0	Dean, Graduate Programs	$45,067	$40,000	$57,486	14
83.0	Dean, Humanities	$38,425	$37,853	$39,700	5
90.0	Dean, Nursing	$39,400	$38,760	$41,195	6
94.0	Dean, Sciences	$40,000	$39,178	$42,874	6
98.0	Dean, Undergraduate Programs	$50,000	$38,000	$57,800	7

Table 35
ALL 2-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 446.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,988	$50,700	$66,000	59
2.0	Chief Executive Officer, Single Institution	$53,000	$45,705	$59,277	380
3.0	Executive Vice President	$46,000	$39,708	$52,794	78
4.0	Chief Academic Officer	$41,840	$37,229	$48,700	391
5.0	Chief Business Officer	$38,950	$33,516	$46,001	387
6.0	Chief Student Affairs Officer	$37,428	$32,117	$43,260	381
7.0	Chief Development Officer	$31,245	$26,304	$38,000	107
8.0	Chief Public Relations Officer	$26,069	$20,474	$33,264	175
9.0	Chief Planning Officer	$39,323	$32,035	$44,049	58
10.0	Chief Personnel/Human Resources Officer	$35,278	$27,275	$41,727	131
11.0	Chief Health Professions Officer	$38,228	$33,719	$42,630	25
12.0	Chief Budgeting Officer	$33,509	$27,957	$39,800	71
13.0	Director, Legal Services	$38,748	$33,637	$48,187	10
14.0	Registrar	$26,975	$21,500	$34,685	234
16.0	Director, Learning Resources Center	$32,400	$26,714	$38,078	225
17.0	Director, Library Services	$30,010	$23,808	$35,144	241
18.0	Director, Computer Center	$32,667	$27,230	$38,340	217
19.0	Director, Computer Center Operations/Academic	$27,507	$22,151	$36,868	23
20.0	Director, Computer Center Operations/Administrative	$29,352	$24,774	$35,520	33
21.0	Director, Educational Media Services	$27,105	$22,500	$31,785	115
22.0	Director, Institutional Research	$30,733	$25,753	$36,657	134
23.0	Director, Special and Deferred Gifts	$27,950	$21,787	$32,394	8
24.0	Administrator, Grants and Contracts	$30,348	$25,856	$39,200	61
25.0	Director, Affirmative Action/Equal Employment	$31,239	$25,834	$37,095	40
26.0	Chaplain	$19,667	$13,500	$26,660	7
27.0	Comptroller	$30,450	$25,139	$36,790	167
28.0	Director, Accounting	$26,939	$21,725	$31,400	95
29.0	Director, Internal Audit	$29,100	$22,750	$34,819	41
30.0	Bursar	$25,500	$20,100	$31,273	43
31.0	Director, Food Services	$21,143	$16,479	$27,448	70
32.0	Chief Physical Plant/Facilities Management Officer	$28,487	$23,281	$34,756	309
33.0	Director, Student Activities	$26,100	$20,580	$33,372	200
34.0	Director, Purchasing	$25,782	$20,420	$31,646	137
35.0	Director, Bookstore	$18,833	$15,125	$23,787	201
36.0	Director, Campus Security	$22,672	$17,400	$28,000	132
37.0	Director, Information Systems	$36,708	$25,970	$41,070	36
38.0	Director, News Bureau	$20,765	$19,280	$29,400	13
39.0	Director, Auxiliary Services	$25,796	$21,000	$35,164	50
40.0	Director, Admissions	$28,500	$24,000	$34,008	180
41.0	Director, Foreign Students	$24,900	$22,896	$28,024	10
42.0	Director, International Studies Education	$29,209	$27,000	$30,136	5
43.0	Director, Student Financial Aid	$26,556	$21,424	$32,353	321
44.0	Director, Student Placement	$25,235	$21,441	$30,088	139
45.0	Director, Student Counseling	$30,000	$25,752	$36,158	224
46.0	Director, Student Union	$24,192	$22,656	$31,043	22
47.0	Director, Student Health Services (Physician Administrator)	$21,804	$18,922	$37,985	5
48.0	Director, Student Health Services (Nurse Administrator)	$22,530	$18,158	$27,096	80
49.0	Director, Student Housing	$18,741	$16,100	$23,760	38
50.0	Director, Athletics	$33,325	$27,927	$39,420	157
51.0	Director, Athletics/Men	$32,863	$23,271	$45,312	7
52.0	Director, Athletics/Women	$25,303	$22,972	$35,992	10
53.0	Director, Campus Recreation/Intramurals	$25,500	$18,040	$33,247	34
54.0	Director, Alumni Affairs	$22,000	$15,750	$26,220	25
55.0	Director, Information Office	$25,550	$21,816	$29,908	78
56.0	Director, Community Services	$31,519	$26,522	$37,884	161
58.0	Director, Publications	$24,100	$18,967	$27,705	24
59.0	Director, Risk Management and Insurance	$27,079	$24,797	$29,959	10
60.0	Chief Planning and Budget Officer	$38,328	$32,500	$41,357	10
61.0	Chief Development and Public Relations Officer	$30,724	$28,307	$37,440	34
62.0	Director, Personnel and Affirmative Action	$31,452	$24,061	$38,410	72
63.0	Director, Admissions and Financial Aid	$29,745	$26,350	$34,325	27
65.0	Director, Development and Alumni Affairs	$29,094	$26,364	$35,448	12
66.0	Director, Admissions and Registrar	$34,512	$28,150	$38,682	76
68.0	Dean, Agriculture	$28,800	$25,048	$42,300	14
69.0	Dean, Arts and Letters	$37,215	$32,000	$42,143	23
70.0	Dean, Arts and Sciences	$37,760	$33,174	$42,327	56
71.0	Dean, Business	$36,297	$32,555	$41,000	143
72.0	Dean, Communications	$36,913	$33,044	$41,000	29
73.0	Dean, Continuing Education	$34,294	$29,331	$40,663	157
75.0	Dean, Education	$42,000	$34,903	$43,643	10
76.0	Dean, Engineering	$37,900	$34,833	$39,796	36
77.0	Dean, Experimental Programs	$34,800	$33,433	$37,000	5
78.0	Dean, Extension	$35,845	$33,400	$40,437	19
79.0	Dean, Fine Arts	$37,211	$33,605	$42,218	32
81.0	Dean, Health Related Professions	$38,250	$33,000	$42,700	78
82.0	Dean, Home Economics	$34,357	$34,350	$38,693	8
83.0	Dean, Humanities	$36,920	$32,400	$41,937	81
84.0	Dean, Instruction	$42,128	$36,380	$44,990	46
86.0	Dean, Library and Information Sciences	$38,362	$30,355	$50,719	7
87.0	Dean, Mathematics	$37,175	$34,975	$43,392	50
89.0	Dean, Music	$27,425	$16,114	$37,423	5
90.0	Dean, Nursing	$33,964	$29,400	$37,623	65
91.0	Dean, Occupation Studies/Vocational Education/Technology	$37,416	$33,096	$42,427	161
94.0	Dean, Sciences	$37,964	$32,929	$40,935	78
95.0	Dean, Social Sciences	$37,950	$32,452	$41,890	92
97.0	Dean, Special Programs	$33,000	$27,636	$38,900	40
98.0	Dean, Undergraduate Programs	$37,531	$31,546	$40,757	11

Table 36
2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1 thru 499.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$39,276	$33,333	$44,000	34
3.0	Executive Vice President	$34,724	$27,040	$38,976	7
4.0	Chief Academic Officer	$30,000	$25,000	$35,000	32
5.0	Chief Business Officer	$25,000	$20,000	$31,585	31
6.0	Chief Student Affairs Officer	$25,394	$18,955	$29,895	29
7.0	Chief Development Officer	$23,882	$22,249	$28,607	13
8.0	Chief Public Relations Officer	$13,105	$12,000	$18,000	12
14.0	Registrar	$18,502	$17,000	$24,848	18
16.0	Director, Learning Resources Center	$23,040	$15,493	$25,333	13
17.0	Director, Library Services	$20,544	$18,400	$23,110	26
18.0	Director, Computer Center	$22,170	$22,000	$22,600	5
27.0	Comptroller	$19,800	$15,965	$21,254	9
31.0	Director, Food Services	$16,479	$14,167	$22,500	7
32.0	Chief Physical Plant/Facilities Management Officer	$18,110	$14,145	$22,000	24
33.0	Director, Student Activities	$13,842	$13,200	$18,119	8
35.0	Director, Bookstore	$14,060	$12,000	$15,533	11
36.0	Director, Campus Security	$11,887	$10,400	$12,078	5
40.0	Director, Admissions	$21,048	$16,800	$22,940	21
43.0	Director, Student Financial Aid	$15,400	$12,250	$18,320	21
45.0	Director, Student Counseling	$18,780	$17,655	$24,615	9
48.0	Director, Student Health Services (Nurse Administrator)	$9,360	$9,200	$12,000	5
50.0	Director, Athletics	$19,140	$15,600	$22,667	14
54.0	Director, Alumni Affairs	$18,200	$14,000	$21,600	5
55.0	Director, Information Office	$19,255	$19,108	$19,697	5
73.0	Dean, Continuing Education	$32,238	$30,615	$34,020	5

Table 37
2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 59.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$46,788	$42,000	$51,700	55
3.0	Executive Vice President	$36,476	$32,340	$46,000	7
4.0	Chief Academic Officer	$36,476	$32,849	$39,960	51
5.0	Chief Business Officer	$32,457	$28,000	$36,243	49
6.0	Chief Student Affairs Officer	$32,100	$27,000	$36,230	51
7.0	Chief Development Officer	$27,220	$21,306	$30,000	12
8.0	Chief Public Relations Officer	$19,008	$16,495	$23,655	19
10.0	Chief Personnel/Human Resources Officer	$22,000	$17,196	$32,500	7
14.0	Registrar	$20,856	$17,573	$23,585	33
16.0	Director, Learning Resources Center	$27,213	$22,000	$31,572	25
17.0	Director, Library Services	$24,935	$22,300	$30,800	37
18.0	Director, Computer Center	$25,944	$24,098	$27,540	17
21.0	Director, Educational Media Services	$22,500	$20,727	$28,584	9
22.0	Director, Institutional Research	$26,500	$22,109	$31,509	6
27.0	Comptroller	$23,773	$20,500	$27,168	16
28.0	Director, Accounting	$20,543	$17,000	$26,032	8
31.0	Director, Food Services	$17,800	$14,300	$18,000	9
32.0	Chief Physical Plant/Facilities Management Officer	$22,300	$18,285	$25,500	33
33.0	Director, Student Activities	$19,606	$14,400	$24,853	19
34.0	Director, Purchasing	$15,000	$12,840	$21,000	6
35.0	Director, Bookstore	$15,500	$13,200	$18,247	23
36.0	Director, Campus Security	$17,200	$11,133	$17,400	8
40.0	Director, Admissions	$25,000	$16,500	$27,300	16
43.0	Director, Student Financial Aid	$19,698	$15,576	$25,500	33
44.0	Director, Student Placement	$16,800	$14,000	$24,000	14
45.0	Director, Student Counseling	$26,191	$23,550	$28,810	18
48.0	Director, Student Health Services (Nurse Administrator)	$17,673	$15,425	$28,000	7
49.0	Director, Student Housing	$17,100	$14,585	$23,802	7
50.0	Director, Athletics	$28,200	$23,833	$29,590	12
54.0	Director, Alumni Affairs	$15,750	$15,000	$22,000	6
56.0	Director, Community Services	$26,900	$22,258	$31,519	20
63.0	Director, Admissions and Financial Aid	$28,080	$19,131	$29,745	5
66.0	Director, Admissions and Registrar	$25,876	$21,528	$35,000	7
71.0	Dean, Business	$35,833	$25,332	$38,000	7
73.0	Dean, Continuing Education	$27,298	$25,964	$27,606	9
90.0	Dean, Nursing	$28,600	$25,850	$30,345	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,264	$29,770	$34,996	14
94.0	Dean, Sciences	$31,776	$28,800	$35,227	6

Table 38

2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 144.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,500	$47,345	$50,557	8
2.0	Chief Executive Officer, Single Institution	$50,000	$45,485	$55,650	133
3.0	Executive Vice President	$41,700	$38,000	$44,871	23
4.0	Chief Academic Officer	$39,780	$37,245	$42,969	127
5.0	Chief Business Officer	$36,988	$33,516	$40,022	123
6.0	Chief Student Affairs Officer	$35,993	$31,320	$39,014	132
7.0	Chief Development Officer	$29,379	$25,000	$35,216	37
8.0	Chief Public Relations Officer	$22,512	$19,524	$27,000	58
9.0	Chief Planning Officer	$32,250	$30,129	$35,733	15
10.0	Chief Personnel/Human Resources Officer	$25,382	$20,252	$31,239	26
11.0	Chief Health Professions Officer	$29,856	$29,075	$41,000	5
12.0	Chief Budgeting Officer	$28,896	$26,554	$31,638	13
14.0	Registrar	$26,364	$21,700	$30,331	77
16.0	Director, Learning Resources Center	$28,000	$24,659	$32,461	75
17.0	Director, Library Services	$27,070	$23,690	$31,079	84
18.0	Director, Computer Center	$27,816	$23,210	$30,913	80
19.0	Director, Computer Center Operations/Academic	$23,250	$22,000	$30,114	5
20.0	Director, Computer Center Operations/Administrative	$25,583	$22,685	$29,352	7
21.0	Director, Educational Media Services	$23,650	$19,879	$26,523	30
22.0	Director, Institutional Research	$27,520	$21,497	$30,470	36
24.0	Administrator, Grants and Contracts	$28,795	$20,928	$32,500	12
25.0	Director, Affirmative Action/Equal Employment	$26,000	$22,144	$30,780	10
27.0	Comptroller	$26,916	$23,575	$30,000	54
28.0	Director, Accounting	$20,274	$16,400	$24,890	23
29.0	Director, Internal Audit	$22,500	$21,814	$29,075	6
31.0	Director, Food Services	$17,457	$15,378	$21,143	23
32.0	Chief Physical Plant/Facilities Management Officer	$25,211	$22,000	$28,500	98
33.0	Director, Student Activities	$24,122	$19,170	$28,890	59
34.0	Director, Purchasing	$17,064	$13,509	$24,307	35
35.0	Director, Bookstore	$16,170	$14,070	$18,833	70
36.0	Director, Campus Security	$17,530	$15,600	$21,596	26
37.0	Director, Information Systems	$25,970	$20,649	$31,500	7
39.0	Director, Auxiliary Services	$21,494	$18,620	$24,673	20
40.0	Director, Admissions	$27,701	$23,929	$30,832	61
43.0	Director, Student Financial Aid	$24,192	$20,246	$27,976	107
44.0	Director, Student Placement	$22,187	$20,539	$28,102	38
45.0	Director, Student Counseling	$27,245	$23,760	$29,951	82
46.0	Director, Student Union	$22,100	$17,256	$29,087	6
48.0	Director, Student Health Services (Nurse Administrator)	$19,800	$17,400	$23,098	23
49.0	Director, Student Housing	$18,000	$13,020	$24,132	15
50.0	Director, Athletics	$30,775	$26,975	$36,200	52
53.0	Director, Campus Recreation/Intramurals	$25,721	$18,040	$27,273	11
55.0	Director, Information Office	$22,452	$19,165	$26,180	14
56.0	Director, Community Services	$28,656	$25,060	$35,337	51
58.0	Director, Publications	$18,967	$13,000	$19,872	5
61.0	Chief Development and Public Relations Officer	$30,803	$20,040	$33,900	11
62.0	Director, Personnel and Affirmative Action	$23,803	$18,000	$28,224	24
63.0	Director, Admissions and Financial Aid	$30,192	$29,004	$33,945	13
66.0	Director, Admissions and Registrar	$28,830	$23,918	$32,660	20
70.0	Dean, Arts and Sciences	$33,036	$27,600	$37,760	11
71.0	Dean, Business	$32,733	$29,670	$36,878	43
73.0	Dean, Continuing Education	$30,966	$26,776	$35,516	63
76.0	Dean, Engineering	$34,294	$32,850	$35,061	9
78.0	Dean, Extension	$34,812	$27,264	$38,419	7
79.0	Dean, Fine Arts	$28,251	$27,961	$32,000	7
81.0	Dean, Health Related Professions	$31,855	$24,864	$36,001	16
83.0	Dean, Humanities	$32,962	$30,008	$36,800	31
84.0	Dean, Instruction	$31,416	$29,270	$38,800	13
87.0	Dean, Mathematics	$33,779	$29,461	$35,936	12
90.0	Dean, Nursing	$29,013	$27,850	$34,712	22
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,450	$30,449	$38,520	50
94.0	Dean, Sciences	$32,391	$29,491	$36,836	22
95.0	Dean, Social Sciences	$32,107	$30,702	$36,950	20
97.0	Dean, Special Programs	$30,952	$27,740	$31,815	9

Table 39
2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 103.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$50,700	$47,000	$56,000	11
2.0	Chief Executive Officer, Single Institution	$56,436	$51,888	$61,088	86
3.0	Executive Vice President	$43,400	$41,000	$48,102	13
4.0	Chief Academic Officer	$45,709	$40,335	$50,556	92
5.0	Chief Business Officer	$42,026	$37,076	$47,271	90
6.0	Chief Student Affairs Officer	$40,915	$38,019	$45,219	94
7.0	Chief Development Officer	$34,289	$28,500	$38,867	17
8.0	Chief Public Relations Officer	$29,774	$23,680	$36,263	39
9.0	Chief Planning Officer	$40,072	$35,405	$43,121	18
10.0	Chief Personnel/Human Resources Officer	$34,600	$28,187	$40,352	38
11.0	Chief Health Professions Officer	$34,030	$33,719	$36,327	6
12.0	Chief Budgeting Officer	$35,000	$27,720	$38,440	26
14.0	Registrar	$31,318	$25,488	$34,905	54
16.0	Director, Learning Resources Center	$35,500	$31,260	$38,089	56
17.0	Director, Library Services	$34,230	$29,844	$37,328	45
18.0	Director, Computer Center	$35,345	$31,700	$37,289	52
19.0	Director, Computer Center Operations/Academic	$23,000	$21,896	$25,800	5
20.0	Director, Computer Center Operations/Administrative	$30,945	$24,992	$35,520	11
21.0	Director, Educational Media Services	$29,100	$25,235	$32,664	38
22.0	Director, Institutional Research	$28,570	$25,196	$34,537	30
24.0	Administrator, Grants and Contracts	$26,781	$24,317	$30,190	15
25.0	Director, Affirmative Action/Equal Employment	$31,257	$27,590	$36,112	11
27.0	Comptroller	$33,072	$27,926	$37,650	40
28.0	Director, Accounting	$27,366	$23,632	$30,200	23
30.0	Bursar	$19,760	$15,910	$23,309	9
31.0	Director, Food Services	$24,192	$21,500	$29,466	14
32.0	Chief Physical Plant/Facilities Management Officer	$31,900	$27,122	$36,200	75
33.0	Director, Student Activities	$27,372	$24,464	$32,668	54
34.0	Director, Purchasing	$27,120	$24,300	$30,400	32
35.0	Director, Bookstore	$21,116	$18,708	$25,687	50
36.0	Director, Campus Security	$22,320	$18,292	$27,000	36
37.0	Director, Information Systems	$36,720	$27,276	$38,364	9
39.0	Director, Auxiliary Services	$30,000	$24,846	$33,228	9
40.0	Director, Admissions	$31,260	$26,640	$36,127	39
43.0	Director, Student Financial Aid	$29,328	$25,104	$33,970	81
44.0	Director, Student Placement	$24,055	$22,455	$29,139	37
45.0	Director, Student Counseling	$33,027	$28,128	$36,815	54
46.0	Director, Student Union	$26,696	$22,964	$29,870	8
48.0	Director, Student Health Services (Nurse Administrator)	$22,950	$20,816	$26,412	19
49.0	Director, Student Housing	$20,480	$19,135	$24,000	7
50.0	Director, Athletics	$35,528	$30,601	$40,453	34
53.0	Director, Campus Recreation/Intramurals	$25,500	$17,701	$26,040	13
55.0	Director, Information Office	$25,550	$22,810	$29,139	27
56.0	Director, Community Services	$33,509	$27,716	$37,781	45
58.0	Director, Publications	$26,596	$22,653	$28,080	5
61.0	Chief Development and Public Relations Officer	$30,724	$30,152	$39,758	11
62.0	Director, Personnel and Affirmative Action	$31,452	$25,000	$35,000	24
63.0	Director, Admissions and Financial Aid	$28,844	$28,422	$38,018	6
65.0	Director, Development and Alumni Affairs	$35,448	$26,618	$37,250	5
66.0	Director, Admissions and Registrar	$38,200	$33,500	$39,780	25
68.0	Dean, Agriculture	$35,033	$26,057	$39,516	5
69.0	Dean, Arts and Letters	$34,470	$32,800	$39,682	6
70.0	Dean, Arts and Sciences	$37,936	$35,310	$42,265	22
71.0	Dean, Business	$35,033	$32,764	$39,901	44
72.0	Dean, Communications	$35,033	$32,249	$38,751	9
73.0	Dean, Continuing Education	$37,416	$33,691	$41,943	43
76.0	Dean, Engineering	$37,960	$34,916	$39,445	14
78.0	Dean, Extension	$35,845	$35,002	$36,462	5
81.0	Dean, Health Related Professions	$38,718	$34,936	$41,000	29
83.0	Dean, Humanities	$38,273	$34,650	$43,308	20
84.0	Dean, Instruction	$43,597	$39,000	$45,765	14
87.0	Dean, Mathematics	$37,780	$35,033	$43,680	17
90.0	Dean, Nursing	$35,033	$32,501	$36,818	19
91.0	Dean, Occupation Studies/Vocational Education/Technology	$37,416	$34,936	$41,730	47
94.0	Dean, Sciences	$39,239	$38,488	$41,590	18
95.0	Dean, Social Sciences	$37,950	$34,165	$41,908	30
97.0	Dean, Special Programs	$33,653	$29,791	$38,900	14

Table 40

2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary **CLASSIFICATION(S):** 2-year College **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 59

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,000	$53,000	$65,000	11
2.0	Chief Executive Officer, Single Institution	$60,706	$57,800	$65,980	48
3.0	Executive Vice President	$52,735	$50,660	$54,200	12
4.0	Chief Academic Officer	$49,000	$46,845	$52,909	53
5.0	Chief Business Officer	$47,357	$42,818	$52,498	57
6.0	Chief Student Affairs Officer	$46,500	$40,725	$50,556	49
7.0	Chief Development Officer	$39,207	$33,000	$42,700	17
8.0	Chief Public Relations Officer	$32,445	$27,981	$40,313	27
9.0	Chief Planning Officer	$44,049	$32,907	$46,746	15
10.0	Chief Personnel/Human Resources Officer	$40,144	$34,160	$43,730	31
11.0	Chief Health Professions Officer	$40,757	$35,600	$42,327	5
12.0	Chief Budgeting Officer	$32,455	$27,957	$41,727	14
14.0	Registrar	$35,629	$28,165	$40,371	31
16.0	Director, Learning Resources Center	$38,900	$34,250	$43,821	35
17.0	Director, Library Services	$35,352	$32,049	$42,000	31
18.0	Director, Computer Center	$38,080	$34,650	$41,367	34
19.0	Director, Computer Center Operations/Academic	$28,757	$27,507	$37,353	9
20.0	Director, Computer Center Operations/Administrative	$29,310	$28,890	$34,940	6
21.0	Director, Educational Media Services	$28,412	$23,918	$33,714	22
22.0	Director, Institutional Research	$30,940	$27,084	$36,845	34
24.0	Administrator, Grants and Contracts	$33,000	$28,333	$43,000	20
25.0	Director, Affirmative Action/Equal Employment	$33,049	$23,894	$34,679	9
27.0	Comptroller	$37,892	$30,569	$40,313	30
28.0	Director, Accounting	$31,349	$25,084	$33,714	19
29.0	Director, Internal Audit	$22,750	$20,274	$29,100	10
30.0	Bursar	$28,912	$23,730	$32,470	15
31.0	Director, Food Services	$27,600	$24,800	$35,448	10
32.0	Chief Physical Plant/Facilities Management Officer	$33,469	$29,956	$40,100	44
33.0	Director, Student Activities	$33,600	$23,894	$37,546	36
34.0	Director, Purchasing	$26,400	$23,200	$31,376	33
35.0	Director, Bookstore	$23,815	$20,401	$27,927	30
36.0	Director, Campus Security	$24,000	$21,100	$27,131	34
37.0	Director, Information Systems	$40,927	$24,430	$45,269	9
39.0	Director, Auxiliary Services	$36,400	$27,204	$38,800	9
40.0	Director, Admissions	$33,145	$29,349	$39,406	28
43.0	Director, Student Financial Aid	$30,806	$27,400	$34,840	46
44.0	Director, Student Placement	$28,867	$23,559	$34,200	31
45.0	Director, Student Counseling	$36,729	$32,650	$41,407	40
46.0	Director, Student Union	$24,192	$24,100	$38,020	6
48.0	Director, Student Health Services (Nurse Administrator)	$23,900	$19,500	$27,286	19
49.0	Director, Student Housing	$19,519	$18,741	$23,760	6
50.0	Director, Athletics	$38,400	$32,010	$42,750	28
54.0	Director, Alumni Affairs	$15,829	$14,859	$22,724	5
55.0	Director, Information Office	$24,725	$23,568	$31,949	14
56.0	Director, Community Services	$38,410	$32,532	$41,750	21
58.0	Director, Publications	$24,100	$23,785	$27,705	6
61.0	Chief Development and Public Relations Officer	$35,508	$30,000	$39,500	5
62.0	Director, Personnel and Affirmative Action	$32,064	$26,829	$38,750	12
66.0	Director, Admissions and Registrar	$38,122	$30,370	$39,000	12
69.0	Dean, Arts and Letters	$41,786	$37,600	$43,046	8
70.0	Dean, Arts and Sciences	$42,327	$40,000	$43,055	13
71.0	Dean, Business	$40,912	$36,288	$43,848	34
72.0	Dean, Communications	$41,000	$37,813	$43,984	10
73.0	Dean, Continuing Education	$42,516	$33,615	$45,719	29
76.0	Dean, Engineering	$42,805	$38,880	$49,299	11
78.0	Dean, Extension	$44,116	$33,500	$45,958	5
79.0	Dean, Fine Arts	$42,000	$40,765	$46,680	13
81.0	Dean, Health Related Professions	$41,523	$35,678	$43,800	20
83.0	Dean, Humanities	$39,977	$35,160	$45,958	15
84.0	Dean, Instruction	$42,327	$41,135	$43,700	8
87.0	Dean, Mathematics	$40,892	$36,385	$42,327	12
90.0	Dean, Nursing	$38,080	$36,500	$41,193	13
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,693	$38,579	$46,401	28
94.0	Dean, Sciences	$40,846	$35,500	$44,551	21
95.0	Dean, Social Sciences	$41,223	$36,140	$44,551	24
97.0	Dean, Special Programs	$35,840	$33,000	$47,468	7

Table 41
2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary **CLASSIFICATION(S):** 2-year College **SOURCE(S) OF SUPPORT:** Not specified **FTE-ENROLLMENT RANGE:** 10,000 or more
1983/84 BUDGET RANGE: Not specified **CASES SELECTED:** 43

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$62,500	$69,411	25
2.0	Chief Executive Officer, Single Institution	$61,341	$53,000	$65,263	24
3.0	Executive Vice President	$56,858	$52,665	$58,728	16
4.0	Chief Academic Officer	$52,750	$49,173	$56,240	36
5.0	Chief Business Officer	$52,360	$47,481	$55,236	37
6.0	Chief Student Affairs Officer	$46,985	$42,450	$53,820	26
7.0	Chief Development Officer	$37,397	$34,172	$46,075	11
8.0	Chief Public Relations Officer	$35,368	$30,168	$43,500	20
9.0	Chief Planning Officer	$43,700	$40,658	$48,820	8
10.0	Chief Personnel/Human Resources Officer	$43,210	$36,550	$46,500	27
11.0	Chief Health Professions Officer	$43,395	$38,228	$46,696	8
12.0	Chief Budgeting Officer	$37,211	$31,459	$41,965	16
13.0	Director, Legal Services	$42,500	$35,984	$48,187	7
14.0	Registrar	$37,759	$34,685	$43,100	21
16.0	Director, Learning Resources Center	$41,084	$36,600	$44,942	21
17.0	Director, Library Services	$42,220	$37,015	$48,229	18
18.0	Director, Computer Center	$43,502	$38,580	$47,500	29
20.0	Director, Computer Center Operations/Administrative	$32,592	$28,614	$39,216	6
21.0	Director, Educational Media Services	$33,056	$30,300	$38,366	13
22.0	Director, Institutional Research	$39,054	$33,500	$45,852	25
24.0	Administrator, Grants and Contracts	$35,415	$30,000	$40,083	12
25.0	Director, Affirmative Action/Equal Employment	$37,600	$30,205	$43,321	10
27.0	Comptroller	$38,850	$35,970	$41,833	18
28.0	Director, Accounting	$34,771	$30,795	$41,070	18
29.0	Director, Internal Audit	$34,044	$31,932	$38,781	18
30.0	Bursar	$30,087	$23,525	$34,554	10
31.0	Director, Food Services	$32,563	$25,800	$35,548	7
32.0	Chief Physical Plant/Facilities Management Officer	$40,185	$34,756	$44,214	35
33.0	Director, Student Activities	$37,985	$29,500	$40,638	24
34.0	Director, Purchasing	$34,204	$31,420	$41,604	27
35.0	Director, Bookstore	$29,760	$26,268	$33,040	17
36.0	Director, Campus Security	$35,105	$27,972	$37,908	23
37.0	Director, Information Systems	$38,684	$35,155	$42,327	10
39.0	Director, Auxiliary Services	$41,544	$34,707	$46,128	7
40.0	Director, Admissions	$44,410	$35,600	$49,212	15
43.0	Director, Student Financial Aid	$37,572	$32,353	$40,092	33
44.0	Director, Student Placement	$29,600	$26,984	$36,792	16
45.0	Director, Student Counseling	$37,950	$35,886	$42,508	21
48.0	Director, Student Health Services (Nurse Administrator)	$39,528	$26,623	$43,611	7
50.0	Director, Athletics	$43,209	$37,915	$49,020	17
55.0	Director, Information Office	$35,430	$29,338	$37,985	15
56.0	Director, Community Services	$40,500	$30,962	$49,471	21
58.0	Director, Publications	$27,180	$25,280	$29,190	5
59.0	Director, Risk Management and Insurance	$27,105	$26,809	$30,374	7
62.0	Director, Personnel and Affirmative Action	$40,789	$37,954	$48,480	10
66.0	Director, Admissions and Registrar	$36,681	$35,492	$39,108	9
70.0	Dean, Arts and Sciences	$43,850	$35,046	$53,346	5
71.0	Dean, Business	$41,000	$38,052	$46,000	12
73.0	Dean, Continuing Education	$42,624	$33,020	$52,128	8
79.0	Dean, Fine Arts	$37,211	$37,206	$45,516	6
81.0	Dean, Health Related Professions	$42,700	$38,933	$48,698	10
83.0	Dean, Humanities	$43,392	$39,380	$47,957	9
84.0	Dean, Instruction	$43,089	$41,827	$44,575	9
87.0	Dean, Mathematics	$43,392	$41,070	$51,432	7
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,025	$37,229	$46,484	19
94.0	Dean, Sciences	$40,935	$40,083	$46,483	9
95.0	Dean, Social Sciences	$40,000	$37,782	$43,008	13

Table 42
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1 thru 499
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 13

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$43,000	$40,025	$47,500	10
4.0	Chief Academic Officer	$35,000	$32,490	$38,500	9
5.0	Chief Business Officer	$33,264	$27,937	$35,000	9
6.0	Chief Student Affairs Officer	$29,895	$28,000	$35,000	10
14.0	Registrar	$17,970	$17,944	$19,387	5
16.0	Director, Learning Resources Center	$24,055	$23,040	$30,800	5
17.0	Director, Library Services	$24,421	$21,820	$30,154	7
32.0	Chief Physical Plant/Facilities Management Officer	$18,300	$18,119	$23,000	10
35.0	Director, Bookstore	$15,533	$15,000	$16,000	5
43.0	Director, Student Financial Aid	$18,320	$17,075	$28,601	6

Table 43
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 47.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,440	$41,847	$51,000	43
3.0	Executive Vice President	$36,476	$32,340	$46,000	5
4.0	Chief Academic Officer	$36,612	$34,254	$40,206	39
5.0	Chief Business Officer	$33,100	$27,997	$36,296	38
6.0	Chief Student Affairs Officer	$32,952	$29,435	$36,912	40
8.0	Chief Public Relations Officer	$19,008	$16,500	$24,675	10
14.0	Registrar	$20,856	$17,703	$24,474	22
16.0	Director, Learning Resources Center	$28,304	$22,789	$32,382	21
17.0	Director, Library Services	$27,392	$23,930	$31,900	25
18.0	Director, Computer Center	$26,000	$24,837	$28,392	13
21.0	Director, Educational Media Services	$22,400	$20,400	$28,584	8
22.0	Director, Institutional Research	$26,500	$22,109	$31,509	5
27.0	Comptroller	$24,000	$20,791	$31,720	10
28.0	Director, Accounting	$25,680	$20,543	$26,900	6
31.0	Director, Food Services	$17,856	$13,841	$20,000	7
32.0	Chief Physical Plant/Facilities Management Officer	$23,200	$18,703	$27,084	23
33.0	Director, Student Activities	$20,328	$18,000	$26,747	12
35.0	Director, Bookstore	$15,644	$14,556	$18,616	14
40.0	Director, Admissions	$20,171	$16,035	$26,900	6
43.0	Director, Student Financial Aid	$20,997	$19,296	$26,747	21
44.0	Director, Student Placement	$19,190	$14,000	$25,221	8
45.0	Director, Student Counseling	$27,903	$24,756	$32,760	15
50.0	Director, Athletics	$29,016	$23,833	$32,000	8
56.0	Director, Community Services	$26,900	$22,258	$31,519	20
63.0	Director, Admissions and Financial Aid	$28,080	$19,131	$29,745	5
66.0	Director, Admissions and Registrar	$25,876	$21,528	$35,000	7
71.0	Dean, Business	$35,833	$34,050	$38,000	6
73.0	Dean, Continuing Education	$27,500	$26,700	$30,000	6
90.0	Dean, Nursing	$28,600	$25,850	$30,345	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,264	$29,770	$34,996	14
94.0	Dean, Sciences	$32,929	$31,776	$35,227	5

Table 44
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 141.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,500	$47,345	$50,557	8
2.0	Chief Executive Officer, Single Institution	$50,000	$45,485	$55,170	130
3.0	Executive Vice President	$40,788	$38,000	$44,675	22
4.0	Chief Academic Officer	$39,744	$37,245	$42,835	124
5.0	Chief Business Officer	$36,925	$33,516	$40,022	122
6.0	Chief Student Affairs Officer	$35,993	$31,320	$39,014	130
7.0	Chief Development Officer	$29,379	$25,000	$35,465	35
8.0	Chief Public Relations Officer	$22,512	$19,115	$26,951	56
9.0	Chief Planning Officer	$32,250	$30,129	$35,733	15
10.0	Chief Personnel/Human Resources Officer	$25,382	$20,252	$31,239	25
11.0	Chief Health Professions Officer	$29,856	$29,075	$41,000	5
12.0	Chief Budgeting Officer	$28,896	$26,554	$31,638	12
14.0	Registrar	$26,588	$21,780	$30,370	75
16.0	Director, Learning Resources Center	$28,000	$24,659	$32,461	75
17.0	Director, Library Services	$27,168	$23,716	$31,337	81
18.0	Director, Computer Center	$27,816	$23,210	$30,913	80
19.0	Director, Computer Center Operations/Academic	$23,250	$22,000	$30,114	5
20.0	Director, Computer Center Operations/Administrative	$28,340	$24,552	$29,352	5
21.0	Director, Educational Media Services	$23,650	$19,879	$26,523	30
22.0	Director, Institutional Research	$27,520	$22,020	$30,733	35
24.0	Administrator, Grants and Contracts	$28,795	$20,928	$32,500	12
25.0	Director, Affirmative Action/Equal Employment	$26,000	$22,144	$30,780	10
27.0	Comptroller	$26,916	$23,575	$30,000	51
28.0	Director, Accounting	$20,274	$16,400	$24,890	23
29.0	Director, Internal Audit	$22,500	$21,814	$29,075	6
31.0	Director, Food Services	$17,457	$15,378	$21,143	23
32.0	Chief Physical Plant/Facilities Management Officer	$25,211	$22,000	$28,645	95
33.0	Director, Student Activities	$24,122	$19,272	$28,890	58
34.0	Director, Purchasing	$17,900	$13,957	$24,307	33
35.0	Director, Bookstore	$16,062	$13,980	$18,833	68
36.0	Director, Campus Security	$17,530	$15,600	$21,596	25
37.0	Director, Information Systems	$25,970	$20,649	$31,500	7
39.0	Director, Auxiliary Services	$21,494	$18,620	$24,673	20
40.0	Director, Admissions	$28,197	$23,929	$31,092	59
43.0	Director, Student Financial Aid	$24,676	$20,570	$27,976	105
44.0	Director, Student Placement	$22,187	$20,539	$28,102	38
45.0	Director, Student Counseling	$27,800	$24,200	$30,010	79
46.0	Director, Student Union	$22,100	$17,256	$29,087	6
48.0	Director, Student Health Services (Nurse Administrator)	$19,800	$18,158	$23,098	21
49.0	Director, Student Housing	$17,788	$13,020	$24,132	14
50.0	Director, Athletics	$30,926	$27,227	$37,000	50
53.0	Director, Campus Recreation/Intramurals	$25,721	$18,040	$27,273	11
55.0	Director, Information Office	$22,810	$19,165	$26,180	13
56.0	Director, Community Services	$28,656	$25,060	$35,337	51
58.0	Director, Publications	$18,967	$13,000	$19,872	5
61.0	Chief Development and Public Relations Officer	$26,461	$20,040	$32,381	10
62.0	Director, Personnel and Affirmative Action	$23,803	$18,000	$28,224	24
63.0	Director, Admissions and Financial Aid	$30,192	$29,004	$33,945	13
66.0	Director, Admissions and Registrar	$28,830	$23,918	$32,660	20
70.0	Dean, Arts and Sciences	$33,036	$27,600	$37,760	11
71.0	Dean, Business	$32,023	$29,670	$36,800	42
73.0	Dean, Continuing Education	$30,508	$26,776	$35,516	62
76.0	Dean, Engineering	$34,294	$32,850	$35,061	9
78.0	Dean, Extension	$34,812	$27,264	$38,419	7
79.0	Dean, Fine Arts	$28,251	$28,000	$32,000	6
81.0	Dean, Health Related Professions	$31,855	$24,864	$36,001	16
83.0	Dean, Humanities	$32,962	$30,008	$36,800	30
84.0	Dean, Instruction	$31,416	$29,270	$38,800	13
87.0	Dean, Mathematics	$33,779	$29,461	$35,936	12
90.0	Dean, Nursing	$29,013	$27,850	$34,712	22
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,450	$30,449	$38,520	50
94.0	Dean, Sciences	$32,430	$30,208	$36,836	21
95.0	Dean, Social Sciences	$32,107	$30,702	$36,950	19
97.0	Dean, Special Programs	$30,952	$27,740	$31,815	9

Table 45
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 101

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,982	$47,000	$56,000	10
2.0	Chief Executive Officer, Single Institution	$56,436	$51,888	$60,956	85
3.0	Executive Vice President	$43,400	$41,000	$48,102	13
4.0	Chief Academic Officer	$46,000	$41,077	$50,556	90
5.0	Chief Business Officer	$42,026	$37,076	$46,355	89
6.0	Chief Student Affairs Officer	$41,002	$38,025	$45,219	93
7.0	Chief Development Officer	$34,289	$28,500	$38,867	16
8.0	Chief Public Relations Officer	$29,287	$23,680	$36,263	38
9.0	Chief Planning Officer	$40,072	$35,405	$43,121	18
10.0	Chief Personnel/Human Resources Officer	$35,278	$28,187	$40,352	37
11.0	Chief Health Professions Officer	$34,030	$33,719	$36,327	6
12.0	Chief Budgeting Officer	$35,000	$27,532	$37,823	24
14.0	Registrar	$31,723	$25,648	$34,905	53
16.0	Director, Learning Resources Center	$35,500	$31,260	$38,089	55
17.0	Director, Library Services	$34,230	$29,844	$37,328	45
18.0	Director, Computer Center	$35,345	$31,700	$37,958	51
19.0	Director, Computer Center Operations/Academic	$23,000	$21,896	$25,800	5
20.0	Director, Computer Center Operations/Administrative	$30,680	$24,992	$35,520	10
21.0	Director, Educational Media Services	$29,100	$25,235	$32,664	36
22.0	Director, Institutional Research	$27,830	$25,116	$34,370	28
24.0	Administrator, Grants and Contracts	$26,781	$24,317	$30,190	15
25.0	Director, Affirmative Action/Equal Employment	$31,257	$27,590	$36,112	11
27.0	Comptroller	$33,072	$27,926	$37,650	40
28.0	Director, Accounting	$27,360	$23,632	$29,520	22
30.0	Bursar	$19,760	$15,910	$23,309	9
31.0	Director, Food Services	$24,192	$21,500	$29,466	14
32.0	Chief Physical Plant/Facilities Management Officer	$31,900	$27,122	$36,200	73
33.0	Director, Student Activities	$27,372	$24,464	$32,668	54
34.0	Director, Purchasing	$27,120	$24,300	$30,400	32
35.0	Director, Bookstore	$21,116	$18,708	$25,687	50
36.0	Director, Campus Security	$22,320	$18,292	$27,000	35
37.0	Director, Information Systems	$36,720	$27,276	$38,364	9
39.0	Director, Auxiliary Services	$30,000	$24,846	$33,228	9
40.0	Director, Admissions	$31,260	$26,640	$36,127	39
43.0	Director, Student Financial Aid	$29,328	$25,104	$33,970	79
44.0	Director, Student Placement	$24,055	$22,455	$29,139	37
45.0	Director, Student Counseling	$33,027	$28,128	$36,249	53
46.0	Director, Student Union	$26,696	$22,964	$29,870	8
48.0	Director, Student Health Services (Nurse Administrator)	$22,950	$20,816	$26,412	19
49.0	Director, Student Housing	$20,480	$19,135	$24,000	7
50.0	Director, Athletics	$35,630	$31,957	$40,453	33
53.0	Director, Campus Recreation/Intramurals	$25,500	$17,701	$26,040	13
55.0	Director, Information Office	$25,550	$22,810	$29,139	27
56.0	Director, Community Services	$33,509	$27,716	$37,781	45
58.0	Director, Publications	$26,596	$22,653	$28,080	5
61.0	Chief Development and Public Relations Officer	$30,724	$30,152	$39,758	11
62.0	Director, Personnel and Affirmative Action	$31,452	$25,000	$36,426	23
63.0	Director, Admissions and Financial Aid	$34,500	$28,844	$38,018	5
65.0	Director, Development and Alumni Affairs	$35,448	$26,618	$37,250	5
66.0	Director, Admissions and Registrar	$38,151	$33,140	$38,757	24
68.0	Dean, Agriculture	$35,033	$26,057	$39,516	5
69.0	Dean, Arts and Letters	$34,470	$32,800	$39,682	6
70.0	Dean, Arts and Sciences	$37,936	$35,310	$41,000	20
71.0	Dean, Business	$35,033	$32,853	$39,901	42
72.0	Dean, Communications	$35,033	$32,249	$38,751	9
73.0	Dean, Continuing Education	$37,416	$34,165	$41,943	42
76.0	Dean, Engineering	$37,960	$34,916	$39,445	14
78.0	Dean, Extension	$35,845	$35,002	$36,462	5
81.0	Dean, Health Related Professions	$38,718	$34,936	$41,000	29
83.0	Dean, Humanities	$38,273	$34,650	$43,308	20
84.0	Dean, Instruction	$43,597	$39,000	$45,765	14
87.0	Dean, Mathematics	$37,780	$35,033	$43,680	17
90.0	Dean, Nursing	$35,033	$32,846	$36,818	18
91.0	Dean, Occupation Studies/Vocational Education/Technology	$37,416	$35,033	$41,730	45
94.0	Dean, Sciences	$39,239	$38,488	$41,590	18
95.0	Dean, Social Sciences	$37,950	$34,165	$41,890	29
97.0	Dean, Special Programs	$33,653	$29,791	$38,900	14

Table 46

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 59.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,000	$53,000	$65,000	11
2.0	Chief Executive Officer, Single Institution	$60,706	$57,800	$65,980	48
3.0	Executive Vice President	$52,735	$50,660	$54,200	12
4.0	Chief Academic Officer	$49,000	$46,845	$52,909	53
5.0	Chief Business Officer	$47,357	$42,818	$52,498	57
6.0	Chief Student Affairs Officer	$46,500	$40,725	$50,556	49
7.0	Chief Development Officer	$39,207	$33,000	$42,700	17
8.0	Chief Public Relations Officer	$32,445	$27,981	$40,313	27
9.0	Chief Planning Officer	$44,049	$32,907	$46,746	15
10.0	Chief Personnel/Human Resources Officer	$40,144	$34,160	$43,730	31
11.0	Chief Health Professions Officer	$40,757	$35,600	$42,327	5
12.0	Chief Budgeting Officer	$32,455	$27,957	$41,727	14
14.0	Registrar	$35,629	$28,165	$40,371	31
16.0	Director, Learning Resources Center	$38,900	$34,250	$43,821	35
17.0	Director, Library Services	$35,352	$32,049	$42,000	31
18.0	Director, Computer Center	$38,080	$34,650	$41,367	34
19.0	Director, Computer Center Operations/Academic	$28,757	$27,507	$37,353	9
20.0	Director, Computer Center Operations/Administrative	$29,310	$28,890	$34,940	6
21.0	Director, Educational Media Services	$28,412	$23,918	$33,714	22
22.0	Director, Institutional Research	$30,940	$27,084	$36,845	34
24.0	Administrator, Grants and Contracts	$33,000	$28,333	$43,000	20
25.0	Director, Affirmative Action/Equal Employment	$33,049	$23,894	$34,679	9
27.0	Comptroller	$37,892	$30,569	$40,313	30
28.0	Director, Accounting	$31,349	$25,084	$33,714	19
29.0	Director, Internal Audit	$22,750	$20,274	$29,100	10
30.0	Bursar	$28,912	$23,730	$32,470	15
31.0	Director, Food Services	$27,600	$24,800	$35,448	10
32.0	Chief Physical Plant/Facilities Management Officer	$33,469	$29,956	$40,100	44
33.0	Director, Student Activities	$33,600	$23,894	$37,546	36
34.0	Director, Purchasing	$26,400	$23,200	$31,376	33
35.0	Director, Bookstore	$23,815	$20,401	$27,927	30
36.0	Director, Campus Security	$24,000	$21,100	$27,131	34
37.0	Director, Information Systems	$40,927	$24,430	$45,269	9
39.0	Director, Auxiliary Services	$36,400	$27,204	$38,800	9
40.0	Director, Admissions	$33,145	$29,349	$39,406	28
43.0	Director, Student Financial Aid	$30,806	$27,400	$34,840	46
44.0	Director, Student Placement	$28,867	$23,559	$34,200	31
45.0	Director, Student Counseling	$36,729	$32,650	$41,407	40
46.0	Director, Student Union	$24,192	$24,100	$38,020	6
48.0	Director, Student Health Services (Nurse Administrator)	$23,900	$19,500	$27,286	19
49.0	Director, Student Housing	$19,519	$18,741	$23,760	6
50.0	Director, Athletics	$38,400	$32,010	$42,750	28
54.0	Director, Alumni Affairs	$15,829	$14,859	$22,724	5
55.0	Director, Information Office	$24,725	$23,568	$31,949	14
56.0	Director, Community Services	$38,410	$32,532	$41,750	21
58.0	Director, Publications	$24,100	$23,785	$27,705	6
61.0	Chief Development and Public Relations Officer	$35,508	$30,000	$39,500	5
62.0	Director, Personnel and Affirmative Action	$32,064	$26,829	$38,750	12
66.0	Director, Admissions and Registrar	$38,122	$30,370	$39,000	12
69.0	Dean, Arts and Letters	$41,786	$37,600	$43,046	8
70.0	Dean, Arts and Sciences	$42,327	$40,000	$43,055	13
71.0	Dean, Business	$40,912	$36,288	$43,848	34
72.0	Dean, Communications	$41,000	$37,813	$43,984	10
73.0	Dean, Continuing Education	$42,516	$33,615	$45,719	29
76.0	Dean, Engineering	$42,805	$38,880	$49,299	11
78.0	Dean, Extension	$44,116	$33,500	$45,958	5
79.0	Dean, Fine Arts	$42,000	$40,765	$46,680	13
81.0	Dean, Health Related Professions	$41,523	$35,678	$43,800	20
83.0	Dean, Humanities	$39,977	$35,160	$45,958	15
84.0	Dean, Instruction	$42,327	$41,135	$43,700	8
87.0	Dean, Mathematics	$40,892	$36,385	$42,327	12
90.0	Dean, Nursing	$38,080	$36,500	$41,193	13
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,693	$38,579	$46,401	28
94.0	Dean, Sciences	$40,846	$35,500	$44,551	21
95.0	Dean, Social Sciences	$41,223	$36,140	$44,551	24
97.0	Dean, Special Programs	$35,840	$33,000	$47,468	7

Table 47

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 or more.
1983/84 BUDGET RANGE: Not specified. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$62,500	$69,411	25
2.0	Chief Executive Officer, Single Institution	$61,341	$53,000	$65,263	24
3.0	Executive Vice President	$56,858	$52,665	$58,728	16
4.0	Chief Academic Officer	$52,750	$49,173	$56,240	36
5.0	Chief Business Officer	$52,360	$47,481	$55,236	37
6.0	Chief Student Affairs Officer	$46,985	$42,450	$53,820	26
7.0	Chief Development Officer	$37,397	$34,172	$46,075	11
8.0	Chief Public Relations Officer	$35,368	$30,168	$43,500	20
9.0	Chief Planning Officer	$43,700	$40,658	$48,820	8
10.0	Chief Personnel/Human Resources Officer	$43,210	$36,550	$46,500	27
11.0	Chief Health Professions Officer	$43,395	$38,228	$46,696	8
12.0	Chief Budgeting Officer	$37,211	$31,459	$41,965	16
13.0	Director, Legal Services	$42,500	$35,984	$48,187	7
14.0	Registrar	$37,759	$34,685	$43,100	21
16.0	Director, Learning Resources Center	$41,084	$36,600	$44,942	21
17.0	Director, Library Services	$42,220	$37,015	$48,229	18
18.0	Director, Computer Center	$43,502	$38,580	$47,500	29
20.0	Director, Computer Center Operations/Administrative	$32,592	$28,614	$39,216	6
21.0	Director, Educational Media Services	$33,056	$30,300	$38,366	13
22.0	Director, Institutional Research	$39,054	$33,500	$45,852	25
24.0	Administrator, Grants and Contracts	$35,415	$30,000	$40,083	12
25.0	Director, Affirmative Action/Equal Employment	$37,600	$30,205	$43,321	10
27.0	Comptroller	$38,850	$35,970	$41,833	18
28.0	Director, Accounting	$34,771	$30,795	$41,070	18
29.0	Director, Internal Audit	$34,044	$31,932	$38,781	18
30.0	Bursar	$30,087	$23,525	$34,554	10
31.0	Director, Food Services	$32,563	$25,800	$35,548	7
32.0	Chief Physical Plant/Facilities Management Officer	$40,185	$34,756	$44,214	35
33.0	Director, Student Activities	$37,985	$29,500	$40,638	24
34.0	Director, Purchasing	$34,204	$31,420	$41,604	27
35.0	Director, Bookstore	$29,760	$26,268	$33,040	17
36.0	Director, Campus Security	$35,105	$27,972	$37,908	23
37.0	Director, Information Systems	$38,684	$35,155	$42,327	10
39.0	Director, Auxiliary Services	$41,544	$34,707	$46,128	7
40.0	Director, Admissions	$44,410	$35,600	$49,212	15
43.0	Director, Student Financial Aid	$37,572	$32,353	$40,092	33
44.0	Director, Student Placement	$29,600	$26,984	$36,792	16
45.0	Director, Student Counseling	$37,950	$35,886	$42,508	21
48.0	Director, Student Health Services (Nurse Administrator)	$39,528	$26,623	$43,611	7
50.0	Director, Athletics	$43,209	$37,915	$49,020	17
55.0	Director, Information Office	$35,430	$29,338	$37,985	15
56.0	Director, Community Services	$40,500	$30,962	$49,471	21
58.0	Director, Publications	$27,180	$25,280	$29,190	5
59.0	Director, Risk Management and Insurance	$27,105	$26,809	$30,374	7
62.0	Director, Personnel and Affirmative Action	$40,789	$37,954	$48,480	10
66.0	Director, Admissions and Registrar	$36,681	$35,492	$39,108	9
70.0	Dean, Arts and Sciences	$43,850	$35,046	$53,346	5
71.0	Dean, Business	$41,000	$38,052	$46,000	12
73.0	Dean, Continuing Education	$42,624	$33,020	$52,128	8
79.0	Dean, Fine Arts	$37,211	$37,206	$45,516	6
81.0	Dean, Health Related Professions	$42,700	$38,933	$48,698	10
83.0	Dean, Humanities	$43,392	$39,380	$47,957	9
84.0	Dean, Instruction	$43,089	$41,827	$44,575	9
87.0	Dean, Mathematics	$43,392	$41,070	$51,432	7
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,025	$37,229	$46,484	19
94.0	Dean, Sciences	$40,935	$40,083	$46,483	9
95.0	Dean, Social Sciences	$40,000	$37,782	$43,008	13

Table 48
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 1 thru 499. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$37,000	$30,054	$40,500	24
3.0	Executive Vice President	$33,229	$27,040	$34,724	5
4.0	Chief Academic Officer	$26,546	$25,000	$31,000	23
5.0	Chief Business Officer	$23,273	$18,151	$26,136	22
6.0	Chief Student Affairs Officer	$20,330	$16,510	$27,435	19
7.0	Chief Development Officer	$23,882	$22,249	$28,607	13
8.0	Chief Public Relations Officer	$13,105	$12,000	$19,100	11
14.0	Registrar	$19,600	$16,462	$24,848	13
16.0	Director, Learning Resources Center	$15,493	$12,000	$24,933	8
17.0	Director, Library Services	$19,227	$16,824	$21,944	19
27.0	Comptroller	$15,965	$15,512	$19,800	6
31.0	Director, Food Services	$14,267	$14,167	$18,618	6
32.0	Chief Physical Plant/Facilities Management Officer	$16,012	$13,850	$21,600	14
33.0	Director, Student Activities	$13,842	$13,333	$17,112	5
35.0	Director, Bookstore	$12,000	$10,000	$14,060	6
40.0	Director, Admissions	$21,400	$16,800	$22,940	17
43.0	Director, Student Financial Aid	$14,160	$10,500	$18,000	15
45.0	Director, Student Counseling	$17,655	$17,000	$19,575	6
48.0	Director, Student Health Services (Nurse Administrator)	$9,360	$9,200	$12,000	5
50.0	Director, Athletics	$17,000	$15,600	$21,000	10
54.0	Director, Alumni Affairs	$18,200	$14,000	$21,600	5

Table 49

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: 500 or more. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 17.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$51,700	$46,364	$62,100	16
4.0	Chief Academic Officer	$35,000	$32,250	$40,800	17
5.0	Chief Business Officer	$32,000	$28,400	$37,800	13
6.0	Chief Student Affairs Officer	$26,400	$22,000	$32,100	14
7.0	Chief Development Officer	$28,980	$21,306	$34,300	11
8.0	Chief Public Relations Officer	$20,000	$16,000	$23,177	12
10.0	Chief Personnel/Human Resources Officer	$26,400	$22,000	$26,500	5
14.0	Registrar	$18,197	$17,260	$21,000	14
16.0	Director, Learning Resources Center	$22,500	$22,000	$24,671	5
17.0	Director, Library Services	$21,251	$17,500	$26,020	15
18.0	Director, Computer Center	$24,098	$20,000	$27,540	5
20.0	Director, Computer Center Operations/Administrative	$25,583	$22,685	$31,785	5
27.0	Comptroller	$22,902	$20,500	$26,000	9
32.0	Chief Physical Plant/Facilities Management Officer	$21,000	$17,000	$27,400	15
33.0	Director, Student Activities	$14,400	$14,000	$18,000	8
34.0	Director, Purchasing	$15,000	$12,840	$16,245	6
35.0	Director, Bookstore	$15,273	$13,200	$17,050	11
36.0	Director, Campus Security	$17,200	$11,133	$17,613	8
40.0	Director, Admissions	$25,000	$16,500	$27,300	12
43.0	Director, Student Financial Aid	$17,500	$15,300	$19,500	16
44.0	Director, Student Placement	$16,773	$14,000	$18,725	6
45.0	Director, Student Counseling	$20,900	$14,900	$24,311	7
48.0	Director, Student Health Services (Nurse Administrator)	$17,400	$15,425	$21,103	7
49.0	Director, Student Housing	$17,100	$16,100	$23,802	6
50.0	Director, Athletics	$26,300	$22,019	$28,200	7
54.0	Director, Alumni Affairs	$15,750	$15,000	$20,600	6
73.0	Dean, Continuing Education	$27,298	$25,964	$31,886	5

Table 50
UNIVERSITIES WITH BUDGETS $7.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $1 thru $7,499,999. **CASES SELECTED:** 22.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$56,291	$45,000	$60,000	20
4.0	Chief Academic Officer	$40,053	$35,500	$47,000	20
5.0	Chief Business Officer	$33,660	$27,000	$45,000	18
6.0	Chief Student Affairs Officer	$28,050	$25,000	$35,607	20
7.0	Chief Development Officer	$31,500	$28,502	$42,120	6
8.0	Chief Public Relations Officer	$21,179	$17,325	$35,240	11
10.0	Chief Personnel/Human Resources Officer	$22,000	$13,200	$25,201	7
14.0	Registrar	$20,000	$17,784	$25,990	15
16.0	Director, Learning Resources Center	$21,918	$20,976	$28,400	8
17.0	Director, Library Services	$22,800	$19,500	$32,000	18
18.0	Director, Computer Center	$29,000	$20,225	$35,000	10
21.0	Director, Educational Media Services	$15,069	$14,100	$24,168	6
27.0	Comptroller	$32,500	$27,280	$36,852	9
28.0	Director, Accounting	$24,740	$18,808	$27,807	11
32.0	Chief Physical Plant/Facilities Management Officer	$25,663	$22,600	$32,118	13
33.0	Director, Student Activities	$18,850	$15,215	$28,704	11
34.0	Director, Purchasing	$15,000	$13,860	$19,637	8
35.0	Director, Bookstore	$13,600	$11,573	$15,805	12
40.0	Director, Admissions	$21,000	$14,000	$25,700	12
43.0	Director, Student Financial Aid	$18,522	$15,265	$21,000	18
44.0	Director, Student Placement	$18,480	$15,400	$24,340	10
45.0	Director, Student Counseling	$20,768	$19,620	$25,000	10
49.0	Director, Student Housing	$17,000	$15,000	$20,720	9
50.0	Director, Athletics	$29,000	$21,189	$35,360	10
54.0	Director, Alumni Affairs	$20,976	$15,200	$29,000	7
55.0	Director, Information Office	$22,830	$15,000	$25,196	5
71.0	Dean, Business	$28,050	$23,680	$35,700	8
73.0	Dean, Continuing Education	$22,250	$21,500	$25,740	6
75.0	Dean, Education	$32,292	$27,120	$34,000	8
79.0	Dean, Fine Arts	$26,027	$25,780	$28,350	6
80.0	Dean, Graduate Programs	$33,600	$28,500	$39,493	7

Table 51
UNIVERSITIES WITH BUDGETS $7.5-14.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $7,500,000 thru $14,999,999. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$62,400	$58,970	$72,000	34
3.0	Executive Vice President	$41,600	$39,000	$51,600	6
4.0	Chief Academic Officer	$50,000	$44,850	$54,000	36
5.0	Chief Business Officer	$45,200	$38,973	$52,000	38
6.0	Chief Student Affairs Officer	$36,762	$33,300	$42,000	35
7.0	Chief Development Officer	$41,000	$37,122	$47,041	21
8.0	Chief Public Relations Officer	$27,348	$20,100	$33,350	23
10.0	Chief Personnel/Human Resources Officer	$22,900	$19,000	$27,894	19
12.0	Chief Budgeting Officer	$31,000	$30,172	$38,500	6
14.0	Registrar	$28,639	$23,600	$31,300	36
16.0	Director, Learning Resources Center	$22,079	$19,000	$23,470	8
17.0	Director, Library Services	$31,764	$28,353	$35,160	36
18.0	Director, Computer Center	$33,120	$26,280	$35,500	29
19.0	Director, Computer Center Operations/Academic	$23,900	$21,600	$27,254	6
20.0	Director, Computer Center Operations/Administrative	$23,475	$19,380	$30,056	7
21.0	Director, Educational Media Services	$20,950	$18,400	$22,890	14
22.0	Director, Institutional Research	$27,980	$20,500	$34,589	13
23.0	Director, Special and Deferred Gifts	$27,040	$20,196	$30,760	8
24.0	Administrator, Grants and Contracts	$27,500	$22,500	$36,920	10
25.0	Director, Affirmative Action/Equal Employment	$23,816	$22,518	$31,100	6
26.0	Chaplain	$24,000	$15,000	$26,484	9
27.0	Comptroller	$32,555	$27,589	$35,900	27
28.0	Director, Accounting	$21,000	$17,300	$28,129	16
30.0	Bursar	$18,588	$16,560	$22,316	14
31.0	Director, Food Services	$25,619	$23,000	$30,960	10
32.0	Chief Physical Plant/Facilities Management Officer	$31,800	$28,320	$36,582	34
33.0	Director, Student Activities	$20,000	$16,758	$25,897	24
34.0	Director, Purchasing	$22,425	$18,250	$25,909	21
35.0	Director, Bookstore	$18,900	$15,120	$21,050	26
36.0	Director, Campus Security	$20,000	$17,470	$23,220	34
38.0	Director, News Bureau	$18,900	$16,920	$21,700	12
39.0	Director, Auxiliary Services	$23,460	$21,122	$36,600	11
40.0	Director, Admissions	$27,668	$24,400	$32,035	30
41.0	Director, Foreign Students	$19,136	$16,014	$24,000	6
43.0	Director, Student Financial Aid	$24,167	$22,008	$27,100	36
44.0	Director, Student Placement	$22,000	$19,000	$24,836	26
45.0	Director, Student Counseling	$25,307	$21,500	$29,680	24
46.0	Director, Student Union	$22,000	$19,500	$24,000	14
48.0	Director, Student Health Services (Nurse Administrator)	$17,850	$15,400	$20,000	23
49.0	Director, Student Housing	$19,620	$16,430	$25,000	21
50.0	Director, Athletics	$33,099	$27,500	$37,975	25
53.0	Director, Campus Recreation/Intramurals	$19,260	$15,420	$22,212	13
54.0	Director, Alumni Affairs	$22,708	$18,800	$26,061	23
55.0	Director, Information Office	$22,863	$17,436	$27,524	16
56.0	Director, Community Services	$24,774	$24,100	$30,000	6
58.0	Director, Publications	$20,325	$18,300	$21,500	6
61.0	Chief Development and Public Relations Officer	$40,000	$35,000	$49,700	7
62.0	Director, Personnel and Affirmative Action	$24,072	$20,867	$27,400	10
69.0	Dean, Arts and Letters	$45,900	$39,043	$49,680	5
70.0	Dean, Arts and Sciences	$40,000	$35,293	$47,340	17
71.0	Dean, Business	$42,200	$34,000	$46,200	28
73.0	Dean, Continuing Education	$31,950	$30,000	$35,600	14
75.0	Dean, Education	$38,000	$35,743	$43,745	21
79.0	Dean, Fine Arts	$39,427	$32,700	$45,650	8
80.0	Dean, Graduate Programs	$31,959	$28,627	$38,985	12
83.0	Dean, Humanities	$30,693	$25,511	$43,800	7
85.0	Dean, Law	$63,000	$60,400	$65,000	5
87.0	Dean, Mathematics	$38,221	$33,000	$45,990	8
89.0	Dean, Music	$38,000	$26,449	$38,800	5
90.0	Dean, Nursing	$36,504	$35,000	$41,600	13
94.0	Dean, Sciences	$38,000	$33,360	$46,140	10
95.0	Dean, Social Sciences	$33,428	$31,350	$38,298	8

Table 52
UNIVERSITIES WITH BUDGETS $15-29.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** $15,000,000 thru $29,999,999. **CASES SELECTED:** 102.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$51,400	$80,000	10
2.0	Chief Executive Officer, Single Institution	$65,950	$59,000	$70,625	93
3.0	Executive Vice President	$52,221	$46,521	$57,700	39
4.0	Chief Academic Officer	$52,500	$48,098	$58,152	90
5.0	Chief Business Officer	$48,200	$43,520	$55,000	94
6.0	Chief Student Affairs Officer	$43,700	$38,418	$48,003	97
7.0	Chief Development Officer	$42,000	$38,250	$48,200	59
8.0	Chief Public Relations Officer	$32,500	$28,320	$40,000	55
9.0	Chief Planning Officer	$39,400	$30,025	$42,900	20
10.0	Chief Personnel/Human Resources Officer	$30,112	$26,000	$33,684	76
12.0	Chief Budgeting Officer	$33,420	$30,172	$38,500	34
13.0	Director, Legal Services	$35,000	$30,060	$40,000	16
14.0	Registrar	$31,428	$27,240	$34,313	86
15.0	Director, Church Relations	$29,700	$25,200	$31,210	6
16.0	Director, Learning Resources Center	$33,152	$25,500	$40,000	31
17.0	Director, Library Services	$36,900	$32,000	$41,509	88
18.0	Director, Computer Center	$37,907	$32,025	$43,368	79
19.0	Director, Computer Center Operations/Academic	$31,535	$25,000	$34,000	31
20.0	Director, Computer Center Operations/Administrative	$32,220	$26,570	$36,422	25
21.0	Director, Educational Media Services	$23,700	$20,500	$34,734	42
22.0	Director, Institutional Research	$33,073	$27,972	$38,740	45
23.0	Director, Special and Deferred Gifts	$32,875	$27,700	$36,400	18
24.0	Administrator, Grants and Contracts	$26,557	$21,556	$35,040	44
25.0	Director, Affirmative Action/Equal Employment	$29,748	$25,662	$34,682	43
26.0	Chaplain	$24,180	$21,517	$29,150	15
27.0	Comptroller	$35,038	$32,400	$38,500	67
28.0	Director, Accounting	$27,314	$23,000	$33,193	38
29.0	Director, Internal Audit	$25,188	$22,500	$29,700	34
30.0	Bursar	$22,870	$20,600	$25,000	25
31.0	Director, Food Services	$28,650	$25,857	$30,204	24
32.0	Chief Physical Plant/Facilities Management Officer	$35,000	$29,690	$39,400	99
33.0	Director, Student Activities	$22,884	$19,680	$28,000	48
34.0	Director, Purchasing	$25,000	$22,000	$29,436	78
35.0	Director, Bookstore	$22,732	$20,000	$26,220	71
36.0	Director, Campus Security	$24,000	$20,994	$26,500	83
37.0	Director, Information Systems	$31,508	$26,500	$35,000	19
38.0	Director, News Bureau	$23,260	$18,344	$26,778	30
39.0	Director, Auxiliary Services	$31,380	$26,000	$35,794	28
40.0	Director, Admissions	$31,338	$27,000	$35,500	77
41.0	Director, Foreign Students	$21,903	$20,220	$29,130	27
42.0	Director, International Studies Education	$30,264	$27,000	$39,883	10
43.0	Director, Student Financial Aid	$29,239	$26,000	$32,370	97
44.0	Director, Student Placement	$26,935	$22,465	$31,300	79
45.0	Director, Student Counseling	$29,500	$27,000	$33,300	73
46.0	Director, Student Union	$27,965	$24,102	$32,479	44
47.0	Director, Student Health Services (Physician Administrator)	$48,100	$36,050	$55,380	26
48.0	Director, Student Health Services (Nurse Administrator)	$20,000	$17,950	$22,248	49
49.0	Director, Student Housing	$24,492	$18,000	$29,384	67
50.0	Director, Athletics	$36,516	$31,900	$42,015	79
51.0	Director, Athletics/Men	$34,950	$30,250	$41,025	11
52.0	Director, Athletics/Women	$26,163	$22,358	$31,205	22
53.0	Director, Campus Recreation/Intramurals	$22,950	$18,150	$25,008	37
54.0	Director, Alumni Affairs	$25,000	$21,840	$28,800	70
55.0	Director, Information Office	$27,672	$24,200	$31,200	35
56.0	Director, Community Services	$29,743	$21,590	$33,819	9
58.0	Director, Publications	$23,400	$20,841	$26,119	29
60.0	Chief Planning and Budget Officer	$41,560	$35,095	$45,800	10
61.0	Chief Development and Public Relations Officer	$46,379	$41,500	$52,000	18
62.0	Director, Personnel and Affirmative Action	$30,529	$28,420	$34,704	15
63.0	Director, Admissions and Financial Aid	$36,800	$29,952	$42,120	9
65.0	Director, Development and Alumni Affairs	$31,500	$30,000	$40,962	6
66.0	Director, Admissions and Registrar	$34,140	$30,192	$44,064	11
68.0	Dean, Agriculture	$47,571	$38,016	$53,988	8
69.0	Dean, Arts and Letters	$42,531	$34,561	$45,516	11
70.0	Dean, Arts and Sciences	$45,730	$41,160	$50,880	56
71.0	Dean, Business	$48,000	$42,940	$53,600	78
72.0	Dean, Communications	$43,665	$42,300	$50,239	6
73.0	Dean, Continuing Education	$38,223	$34,561	$42,276	52
75.0	Dean, Education	$44,910	$40,200	$47,707	63
76.0	Dean, Engineering	$48,400	$44,950	$55,008	18
78.0	Dean, Extension	$38,844	$34,125	$43,890	7
79.0	Dean, Fine Arts	$42,300	$35,452	$47,727	19
80.0	Dean, Graduate Programs	$42,875	$38,954	$48,000	57
81.0	Dean, Health Related Professions	$44,400	$30,689	$46,808	14
83.0	Dean, Humanities	$40,572	$34,040	$47,508	17
85.0	Dean, Law	$60,600	$52,353	$68,390	14
86.0	Dean, Library and Information Sciences	$40,189	$39,400	$45,750	5
87.0	Dean, Mathematics	$32,845	$30,000	$41,249	8
89.0	Dean, Music	$40,250	$32,400	$42,280	8
90.0	Dean, Nursing	$41,976	$39,100	$45,440	33
91.0	Dean, Occupation Studies/Vocational Education/Technology	$41,436	$38,735	$47,612	9
94.0	Dean, Sciences	$44,970	$38,683	$48,072	21
95.0	Dean, Social Sciences	$39,500	$35,110	$48,072	11
97.0	Dean, Special Programs	$33,018	$26,000	$35,100	6
98.0	Dean, Undergraduate Programs	$41,200	$36,300	$50,880	12

Table 53

UNIVERSITIES WITH BUDGETS $30-49.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $30,000,000 thru $49,999,999. **CASES SELECTED:** 79.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$75,000	$67,675	$88,752	7
2.0	Chief Executive Officer, Single Institution	$68,000	$63,800	$78,000	66
3.0	Executive Vice President	$53,000	$45,668	$61,000	20
4.0	Chief Academic Officer	$58,000	$52,123	$65,000	71
5.0	Chief Business Officer	$52,500	$48,098	$58,500	71
6.0	Chief Student Affairs Officer	$48,021	$43,065	$50,840	72
7.0	Chief Development Officer	$44,500	$39,624	$50,800	48
8.0	Chief Public Relations Officer	$39,520	$30,900	$44,330	48
9.0	Chief Planning Officer	$45,000	$38,700	$53,000	19
10.0	Chief Personnel/Human Resources Officer	$33,193	$30,000	$41,290	60
12.0	Chief Budgeting Officer	$35,880	$29,610	$42,312	48
13.0	Director, Legal Services	$44,232	$38,000	$47,095	20
14.0	Registrar	$34,500	$29,000	$38,864	69
16.0	Director, Learning Resources Center	$32,000	$27,600	$42,902	23
17.0	Director, Library Services	$41,440	$37,420	$45,000	74
18.0	Director, Computer Center	$40,300	$37,530	$44,417	61
19.0	Director, Computer Center Operations/Academic	$33,361	$29,804	$38,670	30
20.0	Director, Computer Center Operations/Administrative	$31,039	$28,898	$35,500	27
21.0	Director, Educational Media Services	$30,688	$26,000	$35,419	38
22.0	Director, Institutional Research	$36,000	$30,552	$40,800	44
23.0	Director, Special and Deferred Gifts	$36,500	$29,200	$43,625	20
24.0	Administrator, Grants and Contracts	$33,705	$27,636	$40,800	51
25.0	Director, Affirmative Action/Equal Employment	$29,000	$25,971	$33,675	40
26.0	Chaplain	$26,604	$21,840	$32,000	11
27.0	Comptroller	$38,688	$36,000	$43,465	58
28.0	Director, Accounting	$29,200	$25,400	$33,722	30
29.0	Director, Internal Audit	$27,478	$24,208	$33,193	38
30.0	Bursar	$27,285	$22,008	$35,448	37
31.0	Director, Food Services	$29,928	$26,601	$33,107	23
32.0	Chief Physical Plant/Facilities Management Officer	$37,617	$33,380	$42,792	76
33.0	Director, Student Activities	$28,691	$22,712	$36,700	45
34.0	Director, Purchasing	$28,100	$25,000	$32,467	68
35.0	Director, Bookstore	$28,000	$24,173	$30,509	49
36.0	Director, Campus Security	$28,000	$24,732	$30,192	74
37.0	Director, Information Systems	$41,844	$30,624	$46,600	21
38.0	Director, News Bureau	$25,321	$21,528	$27,600	32
39.0	Director, Auxiliary Services	$36,209	$30,888	$40,758	32
40.0	Director, Admissions	$34,563	$31,000	$39,000	59
41.0	Director, Foreign Students	$22,000	$19,462	$27,733	32
42.0	Director, International Studies Education	$30,000	$27,588	$35,481	8
43.0	Director, Student Financial Aid	$30,736	$27,304	$33,431	72
44.0	Director, Student Placement	$29,795	$26,712	$34,957	70
45.0	Director, Student Counseling	$32,208	$29,150	$36,708	61
46.0	Director, Student Union	$30,100	$25,440	$32,277	47
47.0	Director, Student Health Services (Physician Administrator)	$49,235	$38,781	$55,500	43
48.0	Director, Student Health Services (Nurse Administrator)	$22,250	$19,080	$24,200	27
49.0	Director, Student Housing	$27,698	$23,064	$31,320	68
50.0	Director, Athletics	$40,560	$36,875	$44,118	59
51.0	Director, Athletics/Men	$35,849	$32,600	$42,708	18
52.0	Director, Athletics/Women	$28,100	$23,629	$32,717	26
53.0	Director, Campus Recreation/Intramurals	$21,948	$19,500	$28,500	42
54.0	Director, Alumni Affairs	$26,675	$23,920	$29,972	60
55.0	Director, Information Office	$27,755	$25,000	$34,850	27
56.0	Director, Community Services	$32,550	$25,000	$35,800	11
58.0	Director, Publications	$25,400	$22,476	$28,896	32
59.0	Director, Risk Management and Insurance	$27,745	$25,000	$31,000	7
60.0	Chief Planning and Budget Officer	$49,500	$35,300	$55,000	6
61.0	Chief Development and Public Relations Officer	$47,100	$44,000	$53,500	14
62.0	Director, Personnel and Affirmative Action	$33,700	$31,039	$41,965	16
63.0	Director, Admissions and Financial Aid	$40,000	$35,000	$42,800	8
65.0	Director, Development and Alumni Affairs	$36,500	$29,520	$50,000	9
66.0	Director, Admissions and Registrar	$35,736	$34,000	$40,500	12
68.0	Dean, Agriculture	$43,435	$41,873	$47,528	10
69.0	Dean, Arts and Letters	$49,788	$45,780	$54,725	13
70.0	Dean, Arts and Sciences	$50,666	$47,550	$55,000	49
71.0	Dean, Business	$52,050	$47,500	$56,244	60
72.0	Dean, Communications	$43,500	$41,000	$45,516	5
73.0	Dean, Continuing Education	$42,328	$37,750	$46,070	43
75.0	Dean, Education	$47,385	$45,516	$50,000	60
76.0	Dean, Engineering	$57,500	$54,240	$65,000	28
78.0	Dean, Extension	$50,847	$42,150	$54,843	8
79.0	Dean, Fine Arts	$49,200	$46,623	$52,800	17
80.0	Dean, Graduate Programs	$47,221	$44,784	$52,765	53
81.0	Dean, Health Related Professions	$49,200	$41,800	$53,761	11
82.0	Dean, Home Economics	$45,800	$40,584	$50,852	8
83.0	Dean, Humanities	$48,100	$45,516	$54,600	11
85.0	Dean, Law	$73,500	$64,600	$80,800	19
86.0	Dean, Library and Information Sciences	$42,000	$41,000	$50,850	6
89.0	Dean, Music	$42,056	$39,713	$43,950	8
90.0	Dean, Nursing	$46,714	$38,000	$52,000	26
91.0	Dean, Occupation Studies/Vocational Education/Technology	$47,803	$38,000	$48,610	7
92.0	Dean, Pharmacy	$53,000	$51,250	$53,550	5
94.0	Dean, Sciences	$47,813	$45,516	$54,000	20
95.0	Dean, Social Sciences	$48,070	$44,725	$57,000	7
96.0	Dean, Social Work	$42,479	$35,000	$44,309	6
98.0	Dean, Undergraduate Programs	$48,300	$46,306	$52,669	7

Table 54
UNIVERSITIES WITH BUDGETS $50-99.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $50,000,000 thru $99,999,999. **CASES SELECTED:** 76.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$78,500	$69,050	$84,240	13
2.0	Chief Executive Officer, Single Institution	$72,528	$68,970	$84,750	60
3.0	Executive Vice President	$62,720	$58,000	$79,000	21
4.0	Chief Academic Officer	$62,500	$55,768	$70,000	71
5.0	Chief Business Officer	$58,500	$52,300	$66,673	71
6.0	Chief Student Affairs Officer	$53,040	$48,072	$56,700	72
7.0	Chief Development Officer	$50,175	$45,996	$65,062	52
8.0	Chief Public Relations Officer	$42,800	$37,966	$51,000	42
9.0	Chief Planning Officer	$50,412	$44,635	$57,199	28
10.0	Chief Personnel/Human Resources Officer	$37,950	$35,000	$45,250	67
11.0	Chief Health Professions Officer	$88,200	$84,316	$91,416	9
12.0	Chief Budgeting Officer	$40,000	$35,125	$45,000	51
13.0	Director, Legal Services	$45,400	$41,230	$52,250	33
14.0	Registrar	$35,641	$32,219	$39,030	68
15.0	Director, Church Relations	$29,000	$22,000	$42,000	7
16.0	Director, Learning Resources Center	$31,728	$28,750	$39,300	19
17.0	Director, Library Services	$48,072	$42,772	$52,800	73
18.0	Director, Computer Center	$47,200	$44,022	$52,300	61
19.0	Director, Computer Center Operations/Academic	$37,800	$31,950	$42,000	33
20.0	Director, Computer Center Operations/Administrative	$37,100	$31,900	$41,700	30
21.0	Director, Educational Media Services	$32,200	$27,500	$36,780	38
22.0	Director, Institutional Research	$38,059	$33,979	$43,200	50
23.0	Director, Special and Deferred Gifts	$33,705	$27,290	$40,000	21
24.0	Administrator, Grants and Contracts	$40,000	$33,800	$44,028	61
25.0	Director, Affirmative Action/Equal Employment	$31,407	$29,028	$37,000	52
26.0	Chaplain	$29,400	$22,534	$37,100	11
27.0	Comptroller	$42,600	$39,600	$48,400	61
28.0	Director, Accounting	$31,332	$28,400	$37,000	44
29.0	Director, Internal Audit	$32,260	$27,642	$34,200	59
30.0	Bursar	$31,440	$28,000	$34,800	42
31.0	Director, Food Services	$33,252	$29,650	$37,708	41
32.0	Chief Physical Plant/Facilities Management Officer	$42,336	$39,000	$47,802	74
33.0	Director, Student Activities	$30,600	$26,520	$34,860	48
34.0	Director, Purchasing	$33,075	$29,000	$36,500	66
35.0	Director, Bookstore	$30,415	$27,488	$36,081	58
36.0	Director, Campus Security	$31,380	$27,500	$37,284	71
37.0	Director, Information Systems	$40,350	$36,175	$44,600	26
38.0	Director, News Bureau	$28,350	$23,094	$30,900	26
39.0	Director, Auxiliary Services	$42,000	$37,058	$46,100	47
40.0	Director, Admissions	$36,948	$31,489	$41,221	63
41.0	Director, Foreign Students	$25,579	$21,450	$31,020	40
42.0	Director, International Studies Education	$37,636	$26,000	$45,000	24
43.0	Director, Student Financial Aid	$34,000	$30,607	$38,600	74
44.0	Director, Student Placement	$31,112	$26,538	$35,065	69
45.0	Director, Student Counseling	$35,320	$33,150	$40,176	64
46.0	Director, Student Union	$32,200	$25,899	$35,132	53
47.0	Director, Student Health Services (Physician Administrator)	$55,000	$50,500	$62,078	52
48.0	Director, Student Health Services (Nurse Administrator)	$22,896	$20,660	$25,932	26
49.0	Director, Student Housing	$31,050	$27,300	$35,000	62
50.0	Director, Athletics	$47,050	$42,120	$51,370	63
51.0	Director, Athletics/Men	$40,176	$32,784	$47,637	11
52.0	Director, Athletics/Women	$30,718	$25,500	$35,300	24
53.0	Director, Campus Recreation/Intramurals	$26,700	$23,000	$32,300	52
54.0	Director, Alumni Affairs	$32,500	$29,000	$39,600	65
55.0	Director, Information Office	$31,455	$28,884	$36,950	41
56.0	Director, Community Services	$26,540	$22,700	$34,653	14
58.0	Director, Publications	$30,000	$25,899	$32,100	44
59.0	Director, Risk Management and Insurance	$30,506	$25,425	$33,193	16
60.0	Chief Planning and Budget Officer	$48,996	$46,000	$62,000	8
61.0	Chief Development and Public Relations Officer	$57,200	$47,900	$62,610	13
62.0	Director, Personnel and Affirmative Action	$40,000	$37,428	$46,906	7
64.0	Director, Housing and Food Services	$44,576	$40,900	$47,952	5
65.0	Director, Development and Alumni Affairs	$43,055	$37,510	$53,600	7
67.0	Dean, Architecture	$50,100	$47,000	$54,000	14
68.0	Dean, Agriculture	$54,125	$52,500	$56,500	10
69.0	Dean, Arts and Letters	$50,000	$49,060	$59,250	10
70.0	Dean, Arts and Sciences	$55,750	$51,150	$61,099	50
71.0	Dean, Business	$58,772	$52,300	$64,600	70
72.0	Dean, Communications	$48,424	$47,150	$52,491	8
73.0	Dean, Continuing Education	$48,000	$43,930	$50,000	52
74.0	Dean, Dentistry	$67,900	$64,584	$77,500	5
75.0	Dean, Education	$51,800	$48,000	$56,378	56
76.0	Dean, Engineering	$59,000	$52,850	$68,000	40
78.0	Dean, Extension	$52,000	$48,763	$53,300	8
79.0	Dean, Fine Arts	$49,514	$47,000	$56,786	22
80.0	Dean, Graduate Programs	$50,655	$48,072	$53,500	60
81.0	Dean, Health Related Professions	$49,000	$46,500	$55,800	16
82.0	Dean, Home Economics	$46,000	$45,516	$54,100	10
83.0	Dean, Humanities	$48,072	$47,400	$59,900	12
85.0	Dean, Law	$71,000	$62,160	$76,020	28
86.0	Dean, Library and Information Sciences	$47,794	$43,805	$49,500	12
88.0	Dean, Medicine	$77,692	$75,000	$98,000	6
89.0	Dean, Music	$53,000	$45,372	$60,100	8
90.0	Dean, Nursing	$52,000	$47,700	$55,000	28
91.0	Dean, Occupation Studies/Vocational Education/Technology	$51,979	$47,700	$54,000	12
92.0	Dean, Pharmacy	$55,860	$53,133	$58,900	5
94.0	Dean, Sciences	$58,600	$49,514	$68,640	17
95.0	Dean, Social Sciences	$48,072	$48,072	$59,529	8
96.0	Dean, Social Work	$48,300	$47,000	$53,100	12
98.0	Dean, Undergraduate Programs	$48,600	$44,736	$52,000	13

Table 55
UNIVERSITIES WITH BUDGETS $100-149.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $100,000,000 thru $149,999,999. **CASES SELECTED:** 26

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$84,200	$72,828	$89,340	7
2.0	Chief Executive Officer, Single Institution	$78,500	$72,660	$85,867	21
3.0	Executive Vice President	$61,000	$58,008	$70,715	10
4.0	Chief Academic Officer	$69,299	$64,067	$72,350	25
5.0	Chief Business Officer	$62,275	$60,000	$69,525	21
6.0	Chief Student Affairs Officer	$57,300	$55,400	$61,892	25
7.0	Chief Development Officer	$50,270	$42,200	$60,000	14
8.0	Chief Public Relations Officer	$47,000	$40,500	$52,300	18
9.0	Chief Planning Officer	$48,360	$46,800	$49,188	5
10.0	Chief Personnel/Human Resources Officer	$45,332	$37,277	$49,584	23
11.0	Chief Health Professions Officer	$63,000	$60,996	$76,000	5
12.0	Chief Budgeting Officer	$45,000	$40,194	$52,000	18
13.0	Director, Legal Services	$45,969	$36,780	$55,020	14
14.0	Registrar	$35,700	$33,000	$39,756	18
16.0	Director, Learning Resources Center	$36,200	$33,705	$40,900	10
17.0	Director, Library Services	$50,290	$48,200	$54,395	23
18.0	Director, Computer Center	$49,008	$46,800	$51,400	16
19.0	Director, Computer Center Operations/Academic	$42,300	$35,000	$45,540	16
20.0	Director, Computer Center Operations/Administrative	$41,405	$37,560	$46,460	16
21.0	Director, Educational Media Services	$34,485	$29,600	$41,000	15
22.0	Director, Institutional Research	$40,500	$36,000	$45,200	17
24.0	Administrator, Grants and Contracts	$37,481	$30,372	$52,746	24
25.0	Director, Affirmative Action/Equal Employment	$37,700	$32,736	$41,300	19
27.0	Comptroller	$45,000	$40,668	$47,280	21
28.0	Director, Accounting	$34,044	$29,690	$39,188	20
29.0	Director, Internal Audit	$34,944	$30,925	$37,850	18
30.0	Bursar	$30,661	$26,825	$33,380	12
31.0	Director, Food Services	$35,785	$30,000	$39,600	13
32.0	Chief Physical Plant/Facilities Management Officer	$46,500	$43,740	$53,000	25
33.0	Director, Student Activities	$31,584	$26,200	$33,924	16
34.0	Director, Purchasing	$35,616	$33,084	$42,900	25
35.0	Director, Bookstore	$31,000	$29,300	$32,865	20
36.0	Director, Campus Security	$35,000	$29,973	$40,250	24
37.0	Director, Information Systems	$47,964	$38,380	$53,000	7
38.0	Director, News Bureau	$31,000	$26,515	$36,366	11
39.0	Director, Auxiliary Services	$38,028	$35,471	$46,200	14
40.0	Director, Admissions	$35,902	$32,197	$41,000	19
41.0	Director, Foreign Students	$26,820	$24,075	$33,310	14
42.0	Director, International Studies Education	$40,750	$28,802	$44,444	12
43.0	Director, Student Financial Aid	$35,880	$32,250	$38,500	25
44.0	Director, Student Placement	$32,646	$28,910	$39,762	24
45.0	Director, Student Counseling	$39,750	$37,600	$42,940	24
46.0	Director, Student Union	$38,000	$33,012	$43,800	19
47.0	Director, Student Health Services (Physician Administrator)	$57,900	$55,224	$64,491	20
48.0	Director, Student Health Services (Nurse Administrator)	$24,601	$20,172	$27,276	7
49.0	Director, Student Housing	$39,500	$35,700	$41,474	21
50.0	Director, Athletics	$55,000	$46,866	$58,500	21
51.0	Director, Athletics/Men	$33,500	$29,000	$45,228	8
52.0	Director, Athletics/Women	$33,000	$28,776	$36,487	12
53.0	Director, Campus Recreation/Intramurals	$28,424	$23,500	$32,556	22
54.0	Director, Alumni Affairs	$32,455	$26,826	$43,500	18
55.0	Director, Information Office	$34,050	$30,500	$40,000	10
58.0	Director, Publications	$30,168	$25,165	$31,800	16
59.0	Director, Risk Management and Insurance	$27,568	$26,000	$32,724	5
60.0	Chief Planning and Budget Officer	$49,296	$49,164	$54,350	5
66.0	Director, Admissions and Registrar	$45,000	$38,940	$46,607	7
67.0	Dean, Architecture	$54,500	$54,450	$59,000	6
68.0	Dean, Agriculture	$59,800	$53,500	$66,000	15
70.0	Dean, Arts and Sciences	$63,500	$60,819	$67,200	18
71.0	Dean, Business	$62,000	$59,400	$66,000	22
72.0	Dean, Communications	$53,071	$52,152	$56,660	6
73.0	Dean, Continuing Education	$52,500	$49,038	$53,496	12
75.0	Dean, Education	$56,000	$55,000	$59,252	23
76.0	Dean, Engineering	$65,000	$60,200	$68,300	21
78.0	Dean, Extension	$58,114	$57,800	$60,975	6
79.0	Dean, Fine Arts	$54,000	$48,056	$55,170	9
80.0	Dean, Graduate Programs	$57,015	$55,000	$60,600	21
81.0	Dean, Health Related Professions	$56,500	$51,500	$56,733	5
82.0	Dean, Home Economics	$54,800	$51,500	$57,620	9
85.0	Dean, Law	$70,380	$70,000	$76,700	13
86.0	Dean, Library and Information Sciences	$46,800	$41,600	$55,400	6
88.0	Dean, Medicine	$92,028	$82,000	$130,000	7
89.0	Dean, Music	$56,374	$55,382	$59,341	5
90.0	Dean, Nursing	$53,400	$49,764	$57,800	9
92.0	Dean, Pharmacy	$58,550	$57,776	$59,730	5
94.0	Dean, Sciences	$63,000	$58,500	$66,960	7
96.0	Dean, Social Work	$51,500	$41,976	$54,387	7
98.0	Dean, Undergraduate Programs	$53,140	$47,557	$54,870	5
99.0	Dean, Veterinary Medicine	$69,821	$65,000	$69,972	5

Table 56

UNIVERSITIES WITH BUDGETS $150-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $150,000,000 thru $999,999,999. **CASES SELECTED:** 70.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$86,000	$76,500	$96,500	26
2.0	Chief Executive Officer, Single Institution	$89,500	$81,280	$115,000	40
3.0	Executive Vice President	$80,000	$70,000	$92,000	21
4.0	Chief Academic Officer	$75,600	$69,000	$83,728	56
5.0	Chief Business Officer	$66,673	$62,000	$80,000	55
6.0	Chief Student Affairs Officer	$59,600	$52,667	$66,000	53
7.0	Chief Development Officer	$63,000	$50,860	$72,000	41
8.0	Chief Public Relations Officer	$48,000	$42,500	$57,500	45
9.0	Chief Planning Officer	$53,000	$47,748	$67,000	24
10.0	Chief Personnel/Human Resources Officer	$50,500	$44,700	$59,780	62
11.0	Chief Health Professions Officer	$89,400	$78,700	$130,000	24
12.0	Chief Budgeting Officer	$48,000	$41,000	$56,370	51
13.0	Director, Legal Services	$58,000	$52,000	$68,600	41
14.0	Registrar	$41,600	$36,324	$45,911	53
16.0	Director, Learning Resources Center	$41,800	$34,000	$50,400	22
17.0	Director, Library Services	$58,300	$54,396	$63,600	51
18.0	Director, Computer Center	$55,000	$50,000	$63,191	41
19.0	Director, Computer Center Operations/Academic	$48,000	$40,500	$57,000	36
20.0	Director, Computer Center Operations/Administrative	$48,650	$42,000	$53,450	33
21.0	Director, Educational Media Services	$40,260	$35,500	$46,592	34
22.0	Director, Institutional Research	$42,660	$35,600	$50,500	44
23.0	Director, Special and Deferred Gifts	$40,000	$30,750	$45,370	24
24.0	Administrator, Grants and Contracts	$48,330	$45,000	$54,432	53
25.0	Director, Affirmative Action/Equal Employment	$40,444	$35,500	$45,400	56
26.0	Chaplain	$37,000	$30,323	$43,500	11
27.0	Comptroller	$54,500	$48,800	$62,899	55
28.0	Director, Accounting	$41,000	$36,000	$45,800	47
29.0	Director, Internal Audit	$41,850	$38,000	$48,900	58
30.0	Bursar	$35,400	$30,684	$41,562	39
31.0	Director, Food Services	$40,457	$35,820	$47,076	33
32.0	Chief Physical Plant/Facilities Management Officer	$53,066	$46,300	$60,000	60
33.0	Director, Student Activities	$37,000	$24,950	$42,900	31
34.0	Director, Purchasing	$39,100	$36,666	$44,920	57
35.0	Director, Bookstore	$33,576	$29,469	$39,130	36
36.0	Director, Campus Security	$41,500	$36,200	$45,700	58
37.0	Director, Information Systems	$52,000	$41,500	$56,500	30
38.0	Director, News Bureau	$32,873	$27,000	$39,395	31
39.0	Director, Auxiliary Services	$44,600	$40,060	$53,500	25
40.0	Director, Admissions	$41,696	$37,900	$50,436	47
41.0	Director, Foreign Students	$31,135	$26,817	$37,613	33
42.0	Director, International Studies Education	$42,000	$29,151	$53,675	25
43.0	Director, Student Financial Aid	$38,950	$34,918	$43,800	57
44.0	Director, Student Placement	$34,000	$30,000	$38,796	50
45.0	Director, Student Counseling	$38,160	$36,040	$45,500	45
46.0	Director, Student Union	$38,000	$32,256	$42,492	41
47.0	Director, Student Health Services (Physician Administrator)	$65,000	$57,590	$73,000	49
48.0	Director, Student Health Services (Nurse Administrator)	$26,644	$25,000	$28,905	15
49.0	Director, Student Housing	$37,620	$34,462	$46,000	47
50.0	Director, Athletics	$60,000	$50,800	$66,000	46
51.0	Director, Athletics/Men	$37,157	$32,898	$59,000	13
52.0	Director, Athletics/Women	$34,800	$32,071	$40,560	25
53.0	Director, Campus Recreation/Intramurals	$30,612	$28,890	$37,251	37
54.0	Director, Alumni Affairs	$41,200	$36,200	$48,000	40
55.0	Director, Information Office	$44,504	$35,800	$49,500	28
56.0	Director, Community Services	$37,760	$33,500	$51,800	16
57.0	Administrator, Hospital Medical Center	$75,000	$69,821	$94,340	24
58.0	Director, Publications	$36,183	$30,720	$42,000	35
59.0	Director, Risk Management and Insurance	$38,700	$32,455	$41,700	42
60.0	Chief Planning and Budget Officer	$59,000	$55,000	$71,500	14
61.0	Chief Development and Public Relations Officer	$69,000	$64,039	$80,000	17
62.0	Director, Personnel and Affirmative Action	$50,300	$42,000	$55,500	7
63.0	Director, Admissions and Financial Aid	$54,700	$45,000	$60,400	12
64.0	Director, Housing and Food Services	$49,302	$42,950	$53,600	15
67.0	Dean, Architecture	$63,000	$58,000	$70,000	25
68.0	Dean, Agriculture	$69,900	$64,145	$76,025	18
69.0	Dean, Arts and Letters	$70,019	$60,092	$72,000	8
70.0	Dean, Arts and Sciences	$69,900	$58,600	$78,500	35
71.0	Dean, Business	$70,000	$65,598	$78,000	44
72.0	Dean, Communications	$61,765	$56,745	$73,000	14
73.0	Dean, Continuing Education	$55,000	$49,171	$60,000	33
74.0	Dean, Dentistry	$84,780	$74,000	$93,000	21
75.0	Dean, Education	$63,500	$58,250	$70,000	40
76.0	Dean, Engineering	$73,000	$66,673	$79,636	45
78.0	Dean, Extension	$54,613	$42,777	$66,932	12
79.0	Dean, Fine Arts	$61,300	$55,000	$64,500	18
80.0	Dean, Graduate Programs	$66,800	$60,000	$75,000	42
81.0	Dean, Health Related Professions	$59,607	$54,600	$61,700	11
82.0	Dean, Home Economics	$62,200	$58,244	$66,550	16
83.0	Dean, Humanities	$60,360	$54,242	$73,483	8
85.0	Dean, Law	$82,672	$76,000	$94,500	41
86.0	Dean, Library and Information Sciences	$57,709	$45,335	$63,000	19
88.0	Dean, Medicine	$108,000	$90,800	$123,000	36
89.0	Dean, Music	$64,000	$57,339	$70,000	13
90.0	Dean, Nursing	$61,000	$58,310	$65,000	32
92.0	Dean, Pharmacy	$68,263	$63,741	$73,200	25
94.0	Dean, Sciences	$70,000	$65,000	$81,333	14
95.0	Dean, Social Sciences	$66,850	$49,000	$72,000	12
96.0	Dean, Social Work	$60,732	$58,889	$67,000	26
99.0	Dean, Veterinary Medicine	$70,000	$66,600	$78,000	14

Table 57
4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $1 thru $1,499,999. **CASES SELECTED:** 8.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$27,300	$11,406	$40,947	8
4.0	Chief Academic Officer	$25,000	$20,000	$32,670	7
5.0	Chief Business Officer	$24,249	$23,000	$24,588	5
6.0	Chief Student Affairs Officer	$17,174	$15,888	$19,653	5
7.0	Chief Development Officer	$23,061	$23,000	$30,000	5
14.0	Registrar	$14,000	$11,144	$19,000	5
17.0	Director, Library Services	$12,852	$12,000	$21,905	6
40.0	Director, Admissions	$17,000	$10,552	$17,831	5

Table 58
4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $1,500,000 thru $2,499,999. **CASES SELECTED:** 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,000	$35,700	$45,109	24
4.0	Chief Academic Officer	$30,000	$28,000	$35,352	21
5.0	Chief Business Officer	$26,000	$23,000	$28,585	25
6.0	Chief Student Affairs Officer	$22,213	$18,025	$25,949	22
7.0	Chief Development Officer	$27,400	$25,102	$32,100	15
8.0	Chief Public Relations Officer	$20,440	$14,800	$23,540	11
14.0	Registrar	$17,680	$15,175	$20,000	21
16.0	Director, Learning Resources Center	$16,975	$16,225	$21,000	6
17.0	Director, Library Services	$18,735	$16,808	$21,150	21
18.0	Director, Computer Center	$17,700	$16,824	$23,000	6
20.0	Director, Computer Center Operations/Administrative	$16,200	$15,000	$22,331	6
26.0	Chaplain	$20,600	$15,600	$25,433	7
27.0	Comptroller	$19,263	$14,000	$20,000	7
28.0	Director, Accounting	$15,939	$13,800	$17,960	10
31.0	Director, Food Services	$13,307	$12,000	$16,000	6
32.0	Chief Physical Plant/Facilities Management Officer	$18,000	$16,400	$21,355	17
35.0	Director, Bookstore	$15,000	$11,134	$16,550	13
40.0	Director, Admissions	$18,200	$15,225	$23,100	16
43.0	Director, Student Financial Aid	$16,000	$14,040	$17,600	21
44.0	Director, Student Placement	$17,400	$12,075	$29,295	7
45.0	Director, Student Counseling	$22,540	$17,000	$28,380	7
48.0	Director, Student Health Services (Nurse Administrator)	$14,487	$12,911	$15,912	6
50.0	Director, Athletics	$17,910	$14,258	$21,600	14

Table 59

4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $2,500,000 thru $4,999,999. **CASES SELECTED:** 105.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$47,000	$40,526	$53,000	97
3.0	Executive Vice President	$36,600	$30,915	$40,000	18
4.0	Chief Academic Officer	$33,436	$30,000	$39,500	94
5.0	Chief Business Officer	$32,000	$27,700	$36,400	97
6.0	Chief Student Affairs Officer	$26,500	$24,000	$30,000	96
7.0	Chief Development Officer	$29,600	$26,620	$35,155	77
8.0	Chief Public Relations Officer	$18,646	$16,430	$22,500	61
9.0	Chief Planning Officer	$28,755	$22,233	$34,000	14
10.0	Chief Personnel/Human Resources Officer	$15,000	$12,869	$20,592	14
12.0	Chief Budgeting Officer	$25,656	$25,000	$27,288	5
14.0	Registrar	$19,750	$16,280	$23,222	91
15.0	Director, Church Relations	$20,600	$18,000	$22,500	13
16.0	Director, Learning Resources Center	$18,267	$16,848	$22,365	27
17.0	Director, Library Services	$21,000	$18,823	$24,088	92
18.0	Director, Computer Center	$22,000	$18,000	$25,968	47
19.0	Director, Computer Center Operations/Academic	$24,000	$20,330	$26,400	9
20.0	Director, Computer Center Operations/Administrative	$16,980	$15,273	$19,233	11
21.0	Director, Educational Media Services	$19,000	$16,416	$23,640	19
22.0	Director, Institutional Research	$20,500	$16,364	$26,800	18
23.0	Director, Special and Deferred Gifts	$19,150	$18,450	$26,000	13
24.0	Administrator, Grants and Contracts	$20,464	$15,300	$25,081	13
26.0	Chaplain	$16,327	$12,500	$20,710	37
27.0	Comptroller	$22,362	$18,000	$25,755	34
28.0	Director, Accounting	$17,300	$14,580	$20,000	30
30.0	Bursar	$14,800	$12,500	$16,808	14
31.0	Director, Food Services	$19,731	$18,000	$24,000	29
32.0	Chief Physical Plant/Facilities Management Officer	$21,254	$16,800	$24,104	87
33.0	Director, Student Activities	$16,324	$14,332	$18,540	36
34.0	Director, Purchasing	$14,560	$13,200	$19,193	19
35.0	Director, Bookstore	$12,400	$10,909	$14,700	78
36.0	Director, Campus Security	$12,475	$10,816	$15,450	19
38.0	Director, News Bureau	$16,550	$13,730	$18,500	12
39.0	Director, Auxiliary Services	$21,000	$15,000	$25,800	11
40.0	Director, Admissions	$22,042	$19,200	$25,600	80
41.0	Director, Foreign Students	$16,500	$11,670	$26,444	10
43.0	Director, Student Financial Aid	$17,510	$15,865	$19,456	90
44.0	Director, Student Placement	$17,340	$15,430	$19,200	50
45.0	Director, Student Counseling	$18,192	$16,000	$21,600	39
46.0	Director, Student Union	$15,000	$14,000	$21,230	11
48.0	Director, Student Health Services (Nurse Administrator)	$13,500	$11,211	$16,000	44
49.0	Director, Student Housing	$15,656	$13,480	$18,036	44
50.0	Director, Athletics	$23,680	$19,500	$27,628	65
52.0	Director, Athletics/Women	$17,850	$15,400	$24,667	7
53.0	Director, Campus Recreation/Intramurals	$15,408	$14,667	$17,000	13
54.0	Director, Alumni Affairs	$18,084	$14,967	$20,600	67
55.0	Director, Information Office	$15,216	$14,000	$19,000	16
56.0	Director, Community Services	$18,500	$16,002	$26,000	10
58.0	Director, Publications	$19,920	$18,720	$22,115	5
61.0	Chief Development and Public Relations Officer	$26,250	$23,000	$30,000	13
62.0	Director, Personnel and Affirmative Action	$18,000	$16,275	$19,080	7
63.0	Director, Admissions and Financial Aid	$23,625	$20,000	$27,000	11
65.0	Director, Development and Alumni Affairs	$28,000	$22,776	$28,840	5
66.0	Director, Admissions and Registrar	$28,344	$22,925	$30,800	8
70.0	Dean, Arts and Sciences	$28,000	$25,300	$32,667	6
71.0	Dean, Business	$28,733	$25,960	$34,100	14
73.0	Dean, Continuing Education	$25,000	$18,900	$29,635	19
75.0	Dean, Education	$29,292	$23,469	$35,133	15
79.0	Dean, Fine Arts	$27,440	$26,984	$28,461	5
80.0	Dean, Graduate Programs	$31,506	$26,784	$37,000	12
83.0	Dean, Humanities	$30,791	$22,133	$37,452	11
90.0	Dean, Nursing	$31,752	$30,000	$35,100	11
94.0	Dean, Sciences	$32,267	$26,933	$36,207	12
95.0	Dean, Social Sciences	$23,469	$22,000	$28,933	13
97.0	Dean, Special Programs	$19,795	$19,760	$27,697	5

Table 60
4-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 180.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$58,000	$52,626	$70,000	6
2.0	Chief Executive Officer, Single Institution	$55,000	$48,120	$62,500	168
3.0	Executive Vice President	$40,000	$32,544	$47,932	36
4.0	Chief Academic Officer	$40,487	$35,775	$45,000	168
5.0	Chief Business Officer	$39,375	$33,312	$45,000	173
6.0	Chief Student Affairs Officer	$32,100	$27,500	$36,973	175
7.0	Chief Development Officer	$36,000	$31,567	$40,500	125
8.0	Chief Public Relations Officer	$22,445	$19,500	$25,899	108
9.0	Chief Planning Officer	$30,360	$24,840	$38,000	17
10.0	Chief Personnel/Human Resources Officer	$23,028	$17,850	$26,000	46
11.0	Chief Health Professions Officer	$29,280	$19,333	$40,550	6
12.0	Chief Budgeting Officer	$27,300	$24,039	$32,500	18
14.0	Registrar	$23,385	$19,585	$27,500	161
15.0	Director, Church Relations	$23,100	$17,000	$27,560	25
16.0	Director, Learning Resources Center	$23,545	$20,325	$26,937	52
17.0	Director, Library Services	$25,200	$22,470	$30,028	156
18.0	Director, Computer Center	$26,208	$23,200	$30,000	109
19.0	Director, Computer Center Operations/Academic	$25,000	$21,060	$28,575	28
20.0	Director, Computer Center Operations/Administrative	$22,047	$18,360	$26,288	30
21.0	Director, Educational Media Services	$18,375	$15,017	$22,300	57
22.0	Director, Institutional Research	$23,000	$19,845	$29,850	35
23.0	Director, Special and Deferred Gifts	$23,763	$19,700	$27,500	59
24.0	Administrator, Grants and Contracts	$23,550	$20,685	$30,720	26
25.0	Director, Affirmative Action/Equal Employment	$32,764	$31,248	$34,081	6
26.0	Chaplain	$21,345	$15,600	$24,843	72
27.0	Comptroller	$27,362	$23,500	$30,742	109
28.0	Director, Accounting	$21,031	$16,900	$24,168	43
29.0	Director, Internal Audit	$22,316	$19,884	$25,335	9
30.0	Bursar	$17,500	$15,294	$20,256	28
31.0	Director, Food Services	$22,400	$17,500	$29,025	35
32.0	Chief Physical Plant/Facilities Management Officer	$26,064	$22,800	$29,600	148
33.0	Director, Student Activities	$17,668	$14,200	$20,211	92
34.0	Director, Purchasing	$18,538	$16,200	$24,150	62
35.0	Director, Bookstore	$16,308	$13,668	$19,559	130
36.0	Director, Campus Security	$16,827	$14,150	$21,200	88
37.0	Director, Information Systems	$28,300	$20,250	$35,000	7
38.0	Director, News Bureau	$17,000	$13,600	$18,550	24
39.0	Director, Auxiliary Services	$24,039	$21,000	$28,080	23
40.0	Director, Admissions	$26,754	$22,952	$30,961	142
41.0	Director, Foreign Students	$19,176	$16,800	$25,000	13
42.0	Director, International Studies Education	$24,268	$22,400	$27,300	10
43.0	Director, Student Financial Aid	$21,678	$17,850	$24,848	162
44.0	Director, Student Placement	$20,320	$18,000	$23,120	126
45.0	Director, Student Counseling	$21,832	$18,900	$25,450	95
46.0	Director, Student Union	$21,757	$17,105	$23,613	35
47.0	Director, Student Health Services (Physician Administrator)	$24,744	$15,672	$35,540	18
48.0	Director, Student Health Services (Nurse Administrator)	$16,800	$13,400	$19,800	93
49.0	Director, Student Housing	$17,700	$15,000	$20,704	102
50.0	Director, Athletics	$28,080	$22,963	$32,300	123
51.0	Director, Athletics/Men	$24,800	$21,034	$33,864	8
52.0	Director, Athletics/Women	$21,965	$18,120	$25,067	21
53.0	Director, Campus Recreation/Intramurals	$20,000	$15,500	$22,680	24
54.0	Director, Alumni Affairs	$19,744	$16,860	$23,220	124
55.0	Director, Information Office	$20,264	$17,000	$24,750	35
56.0	Director, Community Services	$19,658	$16,640	$26,064	16
58.0	Director, Publications	$17,700	$15,356	$20,959	35
60.0	Chief Planning and Budget Officer	$34,500	$21,582	$35,200	5
61.0	Chief Development and Public Relations Officer	$36,750	$33,705	$45,000	15
62.0	Director, Personnel and Affirmative Action	$22,194	$20,000	$24,791	27
63.0	Director, Admissions and Financial Aid	$30,400	$26,131	$34,080	22
65.0	Director, Development and Alumni Affairs	$27,600	$25,196	$30,000	8
66.0	Director, Admissions and Registrar	$30,384	$23,604	$32,424	9
69.0	Dean, Arts and Letters	$35,140	$29,020	$39,200	14
70.0	Dean, Arts and Sciences	$36,900	$32,640	$43,462	15
71.0	Dean, Business	$36,133	$31,180	$41,292	51
72.0	Dean, Communications	$33,584	$18,403	$34,267	7
73.0	Dean, Continuing Education	$28,649	$23,500	$34,000	54
75.0	Dean, Education	$36,278	$30,747	$40,728	47
76.0	Dean, Engineering	$42,100	$35,000	$44,520	6
79.0	Dean, Fine Arts	$35,232	$31,573	$40,000	26
80.0	Dean, Graduate Programs	$36,963	$29,400	$44,023	17
81.0	Dean, Health Related Professions	$36,504	$27,623	$39,800	11
83.0	Dean, Humanities	$33,067	$28,339	$37,196	33
87.0	Dean, Mathematics	$28,546	$22,344	$33,300	18
89.0	Dean, Music	$28,628	$24,000	$38,923	13
90.0	Dean, Nursing	$33,993	$30,000	$39,082	27
91.0	Dean, Occupation Studies/Vocational Education/Technology	$36,394	$27,000	$39,469	9
94.0	Dean, Sciences	$36,944	$31,008	$40,569	46
95.0	Dean, Social Sciences	$34,556	$28,195	$39,749	40
96.0	Dean, Social Work	$31,733	$30,133	$37,800	6
97.0	Dean, Special Programs	$26,000	$20,667	$28,339	8
98.0	Dean, Undergraduate Programs	$31,000	$29,057	$34,300	5

Table 61
4-YEAR COLLEGES WITH BUDGETS $10-24.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** $10,000,000 thru $24,999,999. **CASES SELECTED:** 151.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$64,500	$56,925	$76,000	144
3.0	Executive Vice President	$45,800	$42,000	$54,000	35
4.0	Chief Academic Officer	$49,613	$44,000	$56,100	146
5.0	Chief Business Officer	$46,900	$40,894	$54,157	143
6.0	Chief Student Affairs Officer	$38,532	$34,000	$44,500	140
7.0	Chief Development Officer	$43,100	$36,573	$49,000	106
8.0	Chief Public Relations Officer	$30,000	$26,000	$37,500	82
9.0	Chief Planning Officer	$39,690	$31,342	$44,322	23
10.0	Chief Personnel/Human Resources Officer	$28,000	$23,567	$31,771	80
11.0	Chief Health Professions Officer	$52,600	$33,114	$52,680	5
12.0	Chief Budgeting Officer	$35,200	$29,000	$38,740	36
13.0	Director, Legal Services	$32,750	$31,197	$43,938	6
14.0	Registrar	$28,400	$24,500	$32,400	141
15.0	Director, Church Relations	$27,900	$20,953	$34,337	15
16.0	Director, Learning Resources Center	$23,600	$20,000	$29,000	35
17.0	Director, Library Services	$33,500	$30,056	$38,073	133
18.0	Director, Computer Center	$33,646	$30,056	$38,000	110
19.0	Director, Computer Center Operations/Academic	$26,415	$23,040	$34,908	44
20.0	Director, Computer Center Operations/Administrative	$28,250	$24,500	$32,250	44
21.0	Director, Educational Media Services	$22,558	$20,102	$25,818	55
22.0	Director, Institutional Research	$29,500	$25,761	$34,000	49
23.0	Director, Special and Deferred Gifts	$29,500	$25,680	$35,316	44
24.0	Administrator, Grants and Contracts	$25,000	$21,462	$31,826	35
25.0	Director, Affirmative Action/Equal Employment	$26,000	$22,250	$34,100	26
26.0	Chaplain	$26,000	$21,000	$29,640	64
27.0	Comptroller	$32,783	$28,350	$37,130	101
28.0	Director, Accounting	$24,112	$21,000	$26,700	42
29.0	Director, Internal Audit	$24,039	$17,550	$27,845	14
30.0	Bursar	$21,206	$18,500	$24,385	33
31.0	Director, Food Services	$27,600	$23,916	$34,100	38
32.0	Chief Physical Plant/Facilities Management Officer	$32,400	$28,700	$36,533	134
33.0	Director, Student Activities	$21,900	$17,983	$26,200	83
34.0	Director, Purchasing	$22,300	$19,100	$27,972	79
35.0	Director, Bookstore	$20,000	$16,667	$22,950	101
36.0	Director, Campus Security	$22,186	$18,714	$25,400	114
37.0	Director, Information Systems	$27,894	$20,866	$32,016	12
38.0	Director, News Bureau	$19,850	$17,304	$23,600	39
39.0	Director, Auxiliary Services	$30,400	$25,899	$33,500	39
40.0	Director, Admissions	$32,600	$28,975	$37,449	128
41.0	Director, Foreign Students	$24,000	$21,200	$32,498	17
42.0	Director, International Studies Education	$23,000	$17,903	$34,800	17
43.0	Director, Student Financial Aid	$26,000	$23,000	$29,820	145
44.0	Director, Student Placement	$23,617	$20,500	$27,312	139
45.0	Director, Student Counseling	$29,148	$24,717	$32,600	94
46.0	Director, Student Union	$22,106	$17,489	$25,899	49
47.0	Director, Student Health Services (Physician Administrator)	$43,200	$21,296	$54,587	43
48.0	Director, Student Health Services (Nurse Administrator)	$19,888	$17,200	$23,879	89
49.0	Director, Student Housing	$20,330	$17,000	$24,000	120
50.0	Director, Athletics	$34,000	$29,964	$37,450	115
51.0	Director, Athletics/Men	$32,800	$31,072	$36,360	8
52.0	Director, Athletics/Women	$25,248	$19,500	$30,000	20
53.0	Director, Campus Recreation/Intramurals	$20,000	$17,552	$27,175	39
54.0	Director, Alumni Affairs	$24,000	$20,004	$28,416	115
55.0	Director, Information Office	$23,230	$19,822	$28,776	44
56.0	Director, Community Services	$29,453	$21,525	$36,637	10
58.0	Director, Publications	$22,572	$20,600	$26,879	56
60.0	Chief Planning and Budget Officer	$42,600	$39,000	$43,000	6
61.0	Chief Development and Public Relations Officer	$44,500	$35,606	$55,704	24
62.0	Director, Personnel and Affirmative Action	$27,452	$22,391	$34,864	33
63.0	Director, Admissions and Financial Aid	$35,300	$30,500	$40,000	16
65.0	Director, Development and Alumni Affairs	$31,000	$21,400	$33,705	8
66.0	Director, Admissions and Registrar	$28,350	$27,814	$29,744	5
68.0	Dean, Agriculture	$39,140	$38,369	$39,872	5
69.0	Dean, Arts and Letters	$34,070	$31,283	$35,560	5
70.0	Dean, Arts and Sciences	$45,961	$41,400	$49,792	34
71.0	Dean, Business	$43,400	$36,809	$50,000	40
73.0	Dean, Continuing Education	$34,282	$29,710	$39,448	43
75.0	Dean, Education	$43,164	$37,397	$46,000	24
76.0	Dean, Engineering	$32,400	$30,755	$37,900	6
79.0	Dean, Fine Arts	$36,200	$28,200	$40,000	15
80.0	Dean, Graduate Programs	$38,515	$35,520	$42,900	31
81.0	Dean, Health Related Professions	$30,915	$29,200	$40,000	6
82.0	Dean, Home Economics	$35,384	$30,500	$36,805	5
83.0	Dean, Humanities	$34,971	$29,661	$37,853	10
87.0	Dean, Mathematics	$35,700	$30,411	$37,691	8
90.0	Dean, Nursing	$40,200	$32,250	$44,675	21
94.0	Dean, Sciences	$39,178	$31,370	$42,516	13
95.0	Dean, Social Sciences	$29,740	$27,285	$38,351	10
96.0	Dean, Social Work	$36,029	$29,200	$37,654	5
97.0	Dean, Special Programs	$34,716	$28,453	$36,250	11
98.0	Dean, Undergraduate Programs	$39,453	$37,654	$41,206	12

Table 62
4-YEAR COLLEGES WITH BUDGETS $25-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $25,000,000 thru $999,999,999. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$77,150	$66,500	$85,000	41
3.0	Executive Vice President	$60,000	$56,200	$64,184	9
4.0	Chief Academic Officer	$59,400	$54,804	$64,500	39
5.0	Chief Business Officer	$58,795	$54,867	$63,800	41
6.0	Chief Student Affairs Officer	$46,443	$40,384	$53,642	42
7.0	Chief Development Officer	$46,100	$42,470	$54,000	29
8.0	Chief Public Relations Officer	$34,450	$29,600	$43,393	21
9.0	Chief Planning Officer	$48,875	$41,000	$50,000	9
10.0	Chief Personnel/Human Resources Officer	$35,600	$33,000	$38,900	33
12.0	Chief Budgeting Officer	$38,700	$35,541	$42,000	17
13.0	Director, Legal Services	$47,686	$36,002	$56,000	7
14.0	Registrar	$34,820	$27,600	$38,350	38
16.0	Director, Learning Resources Center	$32,566	$27,699	$40,575	15
17.0	Director, Library Services	$40,200	$35,741	$46,500	41
18.0	Director, Computer Center	$41,800	$36,400	$45,000	26
19.0	Director, Computer Center Operations/Academic	$33,595	$28,890	$44,000	14
20.0	Director, Computer Center Operations/Administrative	$36,055	$32,000	$40,000	15
21.0	Director, Educational Media Services	$28,415	$23,774	$34,104	20
22.0	Director, Institutional Research	$33,000	$27,900	$39,444	28
23.0	Director, Special and Deferred Gifts	$34,000	$25,475	$35,975	12
24.0	Administrator, Grants and Contracts	$36,600	$26,000	$42,000	25
25.0	Director, Affirmative Action/Equal Employment	$32,000	$27,750	$35,369	21
26.0	Chaplain	$23,307	$17,400	$31,830	10
27.0	Comptroller	$42,000	$37,300	$46,500	36
28.0	Director, Accounting	$28,700	$24,200	$34,901	19
29.0	Director, Internal Audit	$25,850	$21,200	$33,675	10
30.0	Bursar	$29,940	$24,200	$32,652	20
31.0	Director, Food Services	$29,678	$27,299	$35,371	18
32.0	Chief Physical Plant/Facilities Management Officer	$40,945	$35,575	$44,800	41
33.0	Director, Student Activities	$26,942	$23,525	$29,773	24
34.0	Director, Purchasing	$29,100	$24,528	$32,800	33
35.0	Director, Bookstore	$28,700	$22,000	$29,930	20
36.0	Director, Campus Security	$28,000	$24,500	$32,729	37
37.0	Director, Information Systems	$38,630	$32,261	$43,393	12
38.0	Director, News Bureau	$24,230	$19,300	$29,200	18
39.0	Director, Auxiliary Services	$33,850	$32,000	$38,500	17
40.0	Director, Admissions	$36,108	$33,300	$42,000	36
41.0	Director, Foreign Students	$29,564	$20,667	$33,684	7
42.0	Director, International Studies Education	$32,850	$32,475	$42,240	6
43.0	Director, Student Financial Aid	$31,100	$26,010	$36,000	42
44.0	Director, Student Placement	$28,000	$25,675	$32,729	37
45.0	Director, Student Counseling	$32,500	$27,153	$36,969	37
46.0	Director, Student Union	$30,500	$25,000	$33,684	15
47.0	Director, Student Health Services (Physician Administrator)	$51,840	$32,400	$59,337	16
48.0	Director, Student Health Services (Nurse Administrator)	$23,153	$18,800	$30,513	18
49.0	Director, Student Housing	$27,082	$22,000	$33,400	28
50.0	Director, Athletics	$40,500	$32,396	$45,000	34
51.0	Director, Athletics/Men	$31,550	$30,204	$35,980	5
52.0	Director, Athletics/Women	$27,416	$20,086	$30,590	7
53.0	Director, Campus Recreation/Intramurals	$23,325	$17,594	$25,859	15
54.0	Director, Alumni Affairs	$29,000	$24,156	$32,982	34
55.0	Director, Information Office	$33,907	$29,400	$35,488	14
56.0	Director, Community Services	$21,630	$21,181	$26,780	5
58.0	Director, Publications	$24,500	$23,000	$30,000	27
61.0	Chief Development and Public Relations Officer	$50,000	$42,228	$56,312	10
62.0	Director, Personnel and Affirmative Action	$33,000	$31,780	$38,100	8
69.0	Dean, Arts and Letters	$44,100	$43,600	$51,660	6
70.0	Dean, Arts and Sciences	$52,500	$49,000	$58,284	20
71.0	Dean, Business	$54,168	$49,759	$58,150	22
73.0	Dean, Continuing Education	$45,000	$37,600	$47,000	19
75.0	Dean, Education	$49,759	$46,078	$52,119	18
76.0	Dean, Engineering	$56,080	$48,050	$58,000	8
80.0	Dean, Graduate Programs	$51,843	$45,620	$57,486	19
81.0	Dean, Health Related Professions	$51,861	$50,000	$58,000	5
85.0	Dean, Law	$61,000	$59,750	$64,000	5
89.0	Dean, Music	$46,500	$39,260	$49,300	5
90.0	Dean, Nursing	$47,600	$46,075	$55,000	5
91.0	Dean, Occupation Studies/Vocational Education/Technology	$47,675	$47,500	$49,759	5
94.0	Dean, Sciences	$46,075	$46,000	$50,000	5
96.0	Dean, Social Work	$53,328	$44,280	$53,815	5

Table 63
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** $1 thru $1,499,999. **CASES SELECTED:** 7.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$27,300	$11,406	$40,947	7
4.0	Chief Academic Officer	$24,368	$20,000	$25,500	6
7.0	Chief Development Officer	$23,061	$23,000	$30,000	5
14.0	Registrar	$14,000	$11,144	$19,000	5
17.0	Director, Library Services	$12,852	$12,000	$16,505	5
40.0	Director, Admissions	$17,000	$10,552	$17,831	5

Table 64
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 24.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,000	$35,700	$45,870	23
4.0	Chief Academic Officer	$30,000	$27,642	$35,352	20
5.0	Chief Business Officer	$25,680	$22,688	$28,284	24
6.0	Chief Student Affairs Officer	$22,213	$18,025	$25,000	21
7.0	Chief Development Officer	$27,400	$25,102	$32,100	15
8.0	Chief Public Relations Officer	$20,440	$14,800	$23,540	11
14.0	Registrar	$17,633	$15,050	$20,000	20
16.0	Director, Learning Resources Center	$16,975	$16,225	$21,000	6
17.0	Director, Library Services	$18,600	$16,524	$21,000	20
18.0	Director, Computer Center	$17,700	$16,824	$23,000	6
20.0	Director, Computer Center Operations/Administrative	$16,200	$15,000	$22,331	6
26.0	Chaplain	$20,600	$15,600	$25,433	7
27.0	Comptroller	$19,263	$14,000	$20,000	7
28.0	Director, Accounting	$15,939	$13,800	$17,960	10
31.0	Director, Food Services	$13,307	$12,000	$16,000	6
32.0	Chief Physical Plant/Facilities Management Officer	$17,520	$16,328	$21,000	16
35.0	Director, Bookstore	$15,000	$11,134	$16,550	13
40.0	Director, Admissions	$18,200	$15,225	$23,100	15
43.0	Director, Student Financial Aid	$16,000	$13,740	$17,600	20
44.0	Director, Student Placement	$16,000	$12,075	$29,295	6
45.0	Director, Student Counseling	$22,540	$17,000	$28,380	7
48.0	Director, Student Health Services (Nurse Administrator)	$14,487	$12,911	$15,912	6
50.0	Director, Athletics	$17,910	$14,258	$21,600	13

Table 65

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 96.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$46,440	$39,413	$52,825	88
3.0	Executive Vice President	$36,600	$30,915	$40,000	17
4.0	Chief Academic Officer	$32,610	$29,400	$37,433	86
5.0	Chief Business Officer	$31,320	$26,600	$35,360	88
6.0	Chief Student Affairs Officer	$25,625	$24,000	$30,000	88
7.0	Chief Development Officer	$29,000	$26,500	$35,200	75
8.0	Chief Public Relations Officer	$18,540	$16,300	$22,350	56
9.0	Chief Planning Officer	$28,755	$22,233	$34,000	13
10.0	Chief Personnel/Human Resources Officer	$14,300	$12,850	$17,000	12
14.0	Registrar	$19,487	$16,000	$23,018	86
15.0	Director, Church Relations	$20,600	$18,000	$22,500	13
16.0	Director, Learning Resources Center	$18,000	$16,848	$22,365	26
17.0	Director, Library Services	$20,651	$18,615	$23,227	83
18.0	Director, Computer Center	$20,988	$16,500	$24,000	40
19.0	Director, Computer Center Operations/Academic	$24,000	$20,330	$26,400	8
20.0	Director, Computer Center Operations/Administrative	$16,150	$15,273	$19,233	10
21.0	Director, Educational Media Services	$18,000	$14,276	$22,000	15
22.0	Director, Institutional Research	$20,683	$17,000	$26,800	17
23.0	Director, Special and Deferred Gifts	$19,150	$18,450	$26,000	13
24.0	Administrator, Grants and Contracts	$18,500	$15,300	$25,081	10
26.0	Chaplain	$16,327	$12,500	$20,710	37
27.0	Comptroller	$22,362	$18,000	$25,290	33
28.0	Director, Accounting	$17,000	$14,500	$19,300	26
30.0	Bursar	$14,800	$12,500	$16,808	13
31.0	Director, Food Services	$19,529	$18,000	$22,920	26
32.0	Chief Physical Plant/Facilities Management Officer	$21,000	$16,644	$24,000	78
33.0	Director, Student Activities	$16,225	$14,332	$18,000	32
34.0	Director, Purchasing	$13,700	$12,500	$15,300	16
35.0	Director, Bookstore	$12,370	$10,876	$14,595	74
36.0	Director, Campus Security	$12,475	$10,816	$13,725	17
38.0	Director, News Bureau	$16,550	$13,730	$18,500	12
39.0	Director, Auxiliary Services	$21,000	$15,000	$25,800	11
40.0	Director, Admissions	$22,110	$19,200	$25,600	77
41.0	Director, Foreign Students	$16,500	$11,670	$26,444	10
43.0	Director, Student Financial Aid	$17,400	$15,506	$19,000	82
44.0	Director, Student Placement	$17,000	$14,976	$18,550	45
45.0	Director, Student Counseling	$18,163	$16,000	$21,600	37
46.0	Director, Student Union	$15,000	$14,000	$18,027	9
48.0	Director, Student Health Services (Nurse Administrator)	$13,500	$11,211	$17,333	42
49.0	Director, Student Housing	$15,600	$13,480	$18,036	42
50.0	Director, Athletics	$22,667	$19,000	$25,636	56
52.0	Director, Athletics/Women	$17,850	$15,400	$24,667	7
53.0	Director, Campus Recreation/Intramurals	$15,205	$14,019	$16,533	12
54.0	Director, Alumni Affairs	$18,084	$15,000	$20,136	65
55.0	Director, Information Office	$15,216	$14,000	$19,000	15
56.0	Director, Community Services	$18,500	$16,002	$21,000	9
61.0	Chief Development and Public Relations Officer	$26,250	$23,000	$30,000	13
62.0	Director, Personnel and Affirmative Action	$18,000	$16,275	$19,080	7
63.0	Director, Admissions and Financial Aid	$21,550	$20,000	$27,000	10
70.0	Dean, Arts and Sciences	$28,000	$25,300	$32,667	6
71.0	Dean, Business	$28,689	$25,440	$33,791	12
73.0	Dean, Continuing Education	$23,780	$18,218	$27,280	16
75.0	Dean, Education	$24,575	$23,370	$30,593	10
80.0	Dean, Graduate Programs	$31,506	$26,784	$37,000	12
83.0	Dean, Humanities	$25,176	$21,200	$30,791	8
90.0	Dean, Nursing	$31,752	$30,000	$35,100	11
94.0	Dean, Sciences	$28,936	$26,933	$33,583	9
95.0	Dean, Social Sciences	$22,980	$21,184	$28,689	11
97.0	Dean, Special Programs	$19,795	$19,760	$27,697	5

Table 66
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-7.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** $5,000,000 thru $7,499,999. **CASES SELECTED:** 90.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$54,075	$46,000	$60,000	85
3.0	Executive Vice President	$38,900	$33,835	$51,450	22
4.0	Chief Academic Officer	$38,750	$35,000	$42,500	86
5.0	Chief Business Officer	$36,160	$31,690	$42,000	85
6.0	Chief Student Affairs Officer	$29,500	$25,440	$33,280	87
7.0	Chief Development Officer	$35,417	$30,845	$40,000	74
8.0	Chief Public Relations Officer	$21,289	$18,000	$25,200	55
9.0	Chief Planning Officer	$30,360	$24,840	$42,660	10
10.0	Chief Personnel/Human Resources Officer	$21,000	$17,000	$22,748	13
14.0	Registrar	$22,250	$18,981	$25,230	82
15.0	Director, Church Relations	$19,055	$16,000	$25,604	15
16.0	Director, Learning Resources Center	$21,200	$19,247	$23,925	28
17.0	Director, Library Services	$23,950	$21,200	$27,600	80
18.0	Director, Computer Center	$25,100	$21,840	$27,505	49
19.0	Director, Computer Center Operations/Academic	$25,000	$21,600	$27,040	7
20.0	Director, Computer Center Operations/Administrative	$18,360	$17,150	$25,800	10
21.0	Director, Educational Media Services	$17,200	$14,900	$19,171	27
22.0	Director, Institutional Research	$22,000	$19,010	$29,850	15
23.0	Director, Special and Deferred Gifts	$23,084	$19,800	$25,879	38
24.0	Administrator, Grants and Contracts	$24,960	$21,000	$31,881	15
26.0	Chaplain	$19,672	$15,000	$24,010	47
27.0	Comptroller	$24,310	$21,150	$28,080	57
28.0	Director, Accounting	$21,331	$18,750	$24,000	18
30.0	Bursar	$15,900	$15,288	$18,700	12
31.0	Director, Food Services	$21,300	$17,500	$26,232	14
32.0	Chief Physical Plant/Facilities Management Officer	$25,000	$21,500	$27,750	71
33.0	Director, Student Activities	$17,510	$15,236	$20,211	38
34.0	Director, Purchasing	$17,836	$15,639	$23,126	21
35.0	Director, Bookstore	$15,395	$13,300	$18,000	64
36.0	Director, Campus Security	$14,500	$12,870	$18,500	35
38.0	Director, News Bureau	$17,000	$13,600	$18,196	11
39.0	Director, Auxiliary Services	$22,500	$18,000	$27,300	12
40.0	Director, Admissions	$25,588	$23,000	$30,005	74
41.0	Director, Foreign Students	$16,867	$14,800	$19,176	8
42.0	Director, International Studies Education	$24,268	$23,825	$32,880	6
43.0	Director, Student Financial Aid	$19,400	$17,000	$23,049	82
44.0	Director, Student Placement	$19,688	$17,500	$21,840	64
45.0	Director, Student Counseling	$20,695	$18,800	$23,585	45
46.0	Director, Student Union	$17,500	$14,300	$21,781	16
47.0	Director, Student Health Services (Physician Administrator)	$22,907	$13,610	$39,900	7
48.0	Director, Student Health Services (Nurse Administrator)	$16,176	$12,000	$19,783	49
49.0	Director, Student Housing	$16,000	$14,430	$19,500	52
50.0	Director, Athletics	$24,780	$21,300	$28,850	58
51.0	Director, Athletics/Men	$24,800	$21,034	$29,100	5
52.0	Director, Athletics/Women	$19,524	$16,830	$25,067	11
53.0	Director, Campus Recreation/Intramurals	$19,200	$15,500	$22,680	10
54.0	Director, Alumni Affairs	$18,000	$16,200	$21,840	72
55.0	Director, Information Office	$18,375	$15,750	$23,000	15
56.0	Director, Community Services	$16,640	$14,725	$19,658	7
58.0	Director, Publications	$16,700	$15,356	$20,623	17
61.0	Chief Development and Public Relations Officer	$36,725	$31,195	$45,000	7
62.0	Director, Personnel and Affirmative Action	$20,156	$18,615	$21,925	9
63.0	Director, Admissions and Financial Aid	$30,000	$29,744	$33,336	10
69.0	Dean, Arts and Letters	$29,020	$28,536	$34,667	5
71.0	Dean, Business	$36,000	$30,619	$38,182	19
73.0	Dean, Continuing Education	$27,562	$23,068	$33,024	18
75.0	Dean, Education	$32,884	$30,080	$35,000	16
79.0	Dean, Fine Arts	$34,733	$30,400	$39,833	9
80.0	Dean, Graduate Programs	$31,200	$26,500	$35,770	8
83.0	Dean, Humanities	$30,088	$26,356	$34,929	14
87.0	Dean, Mathematics	$24,327	$21,333	$31,048	8
89.0	Dean, Music	$24,000	$19,105	$34,267	7
90.0	Dean, Nursing	$33,317	$30,561	$38,760	13
94.0	Dean, Sciences	$32,276	$29,212	$37,067	16
95.0	Dean, Social Sciences	$30,887	$27,625	$34,667	13
97.0	Dean, Special Programs	$28,339	$26,050	$31,000	5

Table 67

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $7.5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent.
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** $7,500,000 thru $9,999,999. **CASES SELECTED:** 52.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$60,305	$51,000	$67,500	48
3.0	Executive Vice President	$45,000	$35,000	$56,610	7
4.0	Chief Academic Officer	$42,000	$37,450	$48,000	48
5.0	Chief Business Officer	$44,000	$37,500	$50,000	50
6.0	Chief Student Affairs Officer	$34,829	$29,500	$38,000	50
7.0	Chief Development Officer	$40,000	$35,130	$47,610	39
8.0	Chief Public Relations Officer	$22,500	$19,475	$28,000	30
10.0	Chief Personnel/Human Resources Officer	$23,993	$19,700	$25,830	17
12.0	Chief Budgeting Officer	$26,700	$25,680	$30,000	5
14.0	Registrar	$24,090	$20,100	$27,700	49
15.0	Director, Church Relations	$25,000	$23,100	$29,100	10
16.0	Director, Learning Resources Center	$24,495	$23,094	$24,877	10
17.0	Director, Library Services	$26,050	$24,115	$30,200	45
18.0	Director, Computer Center	$26,275	$24,450	$31,250	31
19.0	Director, Computer Center Operations/Academic	$26,250	$21,000	$34,000	12
20.0	Director, Computer Center Operations/Administrative	$22,047	$18,743	$29,200	15
21.0	Director, Educational Media Services	$18,754	$14,700	$23,000	16
22.0	Director, Institutional Research	$23,000	$22,470	$25,820	10
23.0	Director, Special and Deferred Gifts	$24,300	$19,000	$29,400	21
24.0	Administrator, Grants and Contracts	$23,550	$19,000	$26,500	7
26.0	Chaplain	$23,600	$20,380	$28,428	25
27.0	Comptroller	$29,500	$25,200	$33,400	37
28.0	Director, Accounting	$21,031	$17,250	$23,500	17
30.0	Bursar	$19,440	$16,760	$25,600	5
31.0	Director, Food Services	$24,300	$19,350	$29,600	15
32.0	Chief Physical Plant/Facilities Management Officer	$27,740	$24,314	$32,000	42
33.0	Director, Student Activities	$15,000	$13,104	$19,135	32
34.0	Director, Purchasing	$20,700	$17,000	$25,364	17
35.0	Director, Bookstore	$15,900	$13,000	$18,742	37
36.0	Director, Campus Security	$16,943	$15,000	$21,200	28
38.0	Director, News Bureau	$16,430	$13,500	$22,554	11
39.0	Director, Auxiliary Services	$26,500	$22,700	$34,500	6
40.0	Director, Admissions	$29,720	$22,952	$32,500	40
41.0	Director, Foreign Students	$25,000	$23,964	$25,000	5
43.0	Director, Student Financial Aid	$22,505	$19,325	$26,500	46
44.0	Director, Student Placement	$20,584	$18,030	$22,900	38
45.0	Director, Student Counseling	$21,832	$18,590	$24,600	28
46.0	Director, Student Union	$20,262	$17,500	$22,050	7
48.0	Director, Student Health Services (Nurse Administrator)	$17,305	$14,100	$19,292	30
49.0	Director, Student Housing	$17,000	$14,760	$20,410	34
50.0	Director, Athletics	$31,300	$28,620	$34,524	35
52.0	Director, Athletics/Women	$22,324	$18,120	$28,400	7
53.0	Director, Campus Recreation/Intramurals	$17,547	$14,300	$20,000	7
54.0	Director, Alumni Affairs	$20,500	$18,000	$24,000	44
55.0	Director, Information Office	$22,817	$17,000	$28,000	13
58.0	Director, Publications	$17,700	$15,000	$20,396	15
61.0	Chief Development and Public Relations Officer	$38,900	$36,750	$45,100	5
62.0	Director, Personnel and Affirmative Action	$24,150	$20,200	$25,000	6
63.0	Director, Admissions and Financial Aid	$32,335	$30,400	$38,000	9
71.0	Dean, Business	$33,000	$29,333	$45,000	9
73.0	Dean, Continuing Education	$27,000	$23,600	$35,000	17
75.0	Dean, Education	$37,033	$29,400	$40,800	5
79.0	Dean, Fine Arts	$33,705	$30,846	$39,345	8
80.0	Dean, Graduate Programs	$44,000	$29,400	$44,023	5
83.0	Dean, Humanities	$40,100	$28,243	$46,800	7
89.0	Dean, Music	$40,000	$28,628	$44,000	5
94.0	Dean, Sciences	$35,520	$28,734	$47,300	10
95.0	Dean, Social Sciences	$36,547	$28,195	$40,750	9

Table 68

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Private Religious, Private Independent
FTE-ENROLLMENT RANGE: Not specified. **1983/84 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 136

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$72,100	$60,000	$84,000	127
3.0	Executive Vice President	$48,923	$42,000	$60,000	32
4.0	Chief Academic Officer	$51,000	$44,500	$58,000	129
5.0	Chief Business Officer	$50,000	$41,400	$60,000	127
6.0	Chief Student Affairs Officer	$38,000	$33,200	$45,000	127
7.0	Chief Development Officer	$45,000	$38,600	$53,177	111
8.0	Chief Public Relations Officer	$30,504	$26,000	$38,500	76
9.0	Chief Planning Officer	$39,690	$32,600	$45,150	20
10.0	Chief Personnel/Human Resources Officer	$28,000	$23,900	$35,100	74
12.0	Chief Budgeting Officer	$35,300	$32,555	$38,700	23
13.0	Director, Legal Services	$43,938	$32,750	$53,200	8
14.0	Registrar	$27,825	$24,126	$33,150	131
15.0	Director, Church Relations	$27,900	$20,953	$34,337	16
16.0	Director, Learning Resources Center	$23,261	$20,000	$27,300	29
17.0	Director, Library Services	$34,000	$30,000	$38,000	122
18.0	Director, Computer Center	$34,000	$29,800	$38,975	91
19.0	Director, Computer Center Operations/Academic	$29,500	$24,000	$35,200	52
20.0	Director, Computer Center Operations/Administrative	$29,293	$26,300	$33,308	49
21.0	Director, Educational Media Services	$22,200	$20,000	$25,783	46
22.0	Director, Institutional Research	$27,900	$25,780	$33,570	39
23.0	Director, Special and Deferred Gifts	$30,000	$26,800	$35,975	51
24.0	Administrator, Grants and Contracts	$23,800	$21,000	$28,210	37
25.0	Director, Affirmative Action/Equal Employment	$26,000	$21,600	$34,000	19
26.0	Chaplain	$25,500	$21,000	$30,000	74
27.0	Comptroller	$35,268	$29,400	$40,000	109
28.0	Director, Accounting	$23,650	$21,000	$26,250	41
29.0	Director, Internal Audit	$22,275	$19,100	$28,400	15
30.0	Bursar	$22,300	$18,600	$27,593	35
31.0	Director, Food Services	$29,573	$25,000	$34,500	42
32.0	Chief Physical Plant/Facilities Management Officer	$34,000	$29,400	$38,410	124
33.0	Director, Student Activities	$21,900	$18,275	$26,400	82
34.0	Director, Purchasing	$23,400	$20,500	$28,500	69
35.0	Director, Bookstore	$20,000	$16,600	$23,500	88
36.0	Director, Campus Security	$22,241	$18,850	$26,000	106
37.0	Director, Information Systems	$32,738	$23,675	$38,630	14
38.0	Director, News Bureau	$19,850	$17,900	$24,230	47
39.0	Director, Auxiliary Services	$31,500	$26,918	$35,850	25
40.0	Director, Admissions	$34,500	$29,731	$40,000	122
41.0	Director, Foreign Students	$22,990	$20,000	$29,564	18
42.0	Director, International Studies Education	$23,000	$17,903	$34,000	19
43.0	Director, Student Financial Aid	$25,900	$23,300	$31,000	130
44.0	Director, Student Placement	$23,655	$20,520	$26,880	122
45.0	Director, Student Counseling	$29,050	$24,300	$33,027	89
46.0	Director, Student Union	$20,818	$17,400	$27,500	37
47.0	Director, Student Health Services (Physician Administrator)	$43,700	$21,600	$55,000	41
48.0	Director, Student Health Services (Nurse Administrator)	$19,888	$16,800	$23,600	82
49.0	Director, Student Housing	$20,000	$16,700	$24,000	112
50.0	Director, Athletics	$34,508	$29,150	$39,000	101
51.0	Director, Athletics/Men	$31,700	$31,072	$35,980	10
52.0	Director, Athletics/Women	$22,667	$19,500	$30,000	21
53.0	Director, Campus Recreation/Intramurals	$20,000	$17,000	$27,175	33
54.0	Director, Alumni Affairs	$25,603	$20,610	$31,500	114
55.0	Director, Information Office	$24,910	$20,295	$29,500	40
56.0	Director, Community Services	$21,525	$20,615	$31,200	9
58.0	Director, Publications	$23,100	$20,936	$26,500	61
60.0	Chief Planning and Budget Officer	$43,000	$39,000	$58,800	7
61.0	Chief Development and Public Relations Officer	$50,000	$44,000	$58,100	22
62.0	Director, Personnel and Affirmative Action	$28,550	$19,768	$33,000	30
63.0	Director, Admissions and Financial Aid	$36,000	$34,000	$45,000	17
69.0	Dean, Arts and Letters	$41,772	$31,283	$43,600	5
70.0	Dean, Arts and Sciences	$47,000	$42,175	$54,825	26
71.0	Dean, Business	$45,500	$36,809	$56,000	28
73.0	Dean, Continuing Education	$33,500	$31,000	$38,465	41
75.0	Dean, Education	$39,235	$31,200	$45,000	9
76.0	Dean, Engineering	$37,900	$32,400	$56,400	8
79.0	Dean, Fine Arts	$36,200	$23,231	$37,600	8
80.0	Dean, Graduate Programs	$40,000	$36,500	$45,900	26
81.0	Dean, Health Related Professions	$40,000	$29,200	$47,950	5
83.0	Dean, Humanities	$35,045	$28,100	$38,425	7
90.0	Dean, Nursing	$39,950	$29,000	$41,583	11
94.0	Dean, Sciences	$39,178	$29,740	$42,516	9
95.0	Dean, Social Sciences	$29,740	$27,200	$40,244	6
97.0	Dean, Special Programs	$33,100	$24,667	$41,560	8
98.0	Dean, Undergraduate Programs	$46,625	$38,797	$55,500	11

Table 69
2-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary **CLASSIFICATION(S):** 2-year College **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $1 thru $1,499,999. **CASES SELECTED:** 25.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$42,000	$35,000	$54,800	23
4.0	Chief Academic Officer	$32,260	$25,047	$40,000	20
5.0	Chief Business Officer	$25,000	$19,680	$31,585	18
6.0	Chief Student Affairs Officer	$27,914	$22,000	$35,627	21
7.0	Chief Development Officer	$21,390	$16,050	$23,882	7
8.0	Chief Public Relations Officer	$12,500	$12,000	$13,200	6
14.0	Registrar	$19,387	$16,462	$26,000	13
16.0	Director, Learning Resources Center	$15,493	$14,147	$24,933	10
17.0	Director, Library Services	$21,944	$18,000	$30,154	15
32.0	Chief Physical Plant/Facilities Management Officer	$18,110	$13,850	$24,800	12
35.0	Director, Bookstore	$15,533	$15,125	$16,920	6
40.0	Director, Admissions	$20,508	$13,770	$23,580	11
43.0	Director, Student Financial Aid	$17,075	$12,000	$18,360	9
50.0	Director, Athletics	$15,600	$14,394	$22,667	5

Table 70
2-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $1,500,000 thru $2,499,999. **CASES SELECTED:** 40

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$42,460	$39,625	$48,000	38
3.0	Executive Vice President	$32,340	$30,360	$34,724	5
4.0	Chief Academic Officer	$33,500	$29,925	$36,569	33
5.0	Chief Business Officer	$28,210	$24,000	$34,009	29
6.0	Chief Student Affairs Officer	$29,435	$25,394	$35,010	32
7.0	Chief Development Officer	$24,695	$22,249	$28,607	9
8.0	Chief Public Relations Officer	$20,886	$19,008	$24,675	7
14.0	Registrar	$19,620	$16,032	$24,848	18
16.0	Director, Learning Resources Center	$25,744	$21,708	$31,320	17
17.0	Director, Library Services	$21,971	$19,227	$26,368	22
18.0	Director, Computer Center	$22,909	$22,000	$25,944	9
22.0	Director, Institutional Research	$24,940	$15,246	$26,500	5
27.0	Comptroller	$19,200	$15,965	$21,254	9
31.0	Director, Food Services	$16,800	$14,167	$22,500	5
32.0	Chief Physical Plant/Facilities Management Officer	$18,183	$15,246	$22,718	19
33.0	Director, Student Activities	$20,328	$19,606	$23,497	6
35.0	Director, Bookstore	$14,060	$13,120	$14,760	9
40.0	Director, Admissions	$20,171	$16,500	$22,668	12
43.0	Director, Student Financial Aid	$19,110	$15,083	$28,500	19
45.0	Director, Student Counseling	$27,903	$19,575	$29,951	11
50.0	Director, Athletics	$23,143	$19,370	$27,927	9
56.0	Director, Community Services	$24,626	$24,000	$31,519	7

Table 71
2-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 113.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,914	$41,852	$55,080	7
2.0	Chief Executive Officer, Single Institution	$48,000	$43,667	$53,033	103
3.0	Executive Vice President	$39,000	$34,000	$42,248	15
4.0	Chief Academic Officer	$38,345	$35,701	$40,920	97
5.0	Chief Business Officer	$34,301	$29,942	$38,378	99
6.0	Chief Student Affairs Officer	$33,509	$29,705	$37,386	100
7.0	Chief Development Officer	$30,000	$24,938	$35,216	25
8.0	Chief Public Relations Officer	$20,479	$17,000	$25,700	47
9.0	Chief Planning Officer	$32,907	$32,000	$35,220	5
10.0	Chief Personnel/Human Resources Officer	$22,718	$19,760	$26,500	9
12.0	Chief Budgeting Officer	$26,903	$26,554	$28,896	5
14.0	Registrar	$25,300	$19,992	$28,086	57
16.0	Director, Learning Resources Center	$27,500	$23,030	$30,800	56
17.0	Director, Library Services	$24,222	$21,800	$28,686	66
18.0	Director, Computer Center	$27,096	$22,255	$30,013	46
21.0	Director, Educational Media Services	$23,148	$20,400	$26,183	21
22.0	Director, Institutional Research	$26,277	$22,020	$29,995	21
24.0	Administrator, Grants and Contracts	$26,676	$20,928	$30,348	7
27.0	Comptroller	$25,753	$22,560	$29,224	37
28.0	Director, Accounting	$20,274	$16,400	$26,032	19
31.0	Director, Food Services	$15,805	$14,267	$18,000	21
32.0	Chief Physical Plant/Facilities Management Officer	$23,178	$19,960	$26,400	69
33.0	Director, Student Activities	$20,720	$18,000	$25,267	36
34.0	Director, Purchasing	$13,957	$11,412	$20,409	18
35.0	Director, Bookstore	$14,976	$12,758	$17,736	50
36.0	Director, Campus Security	$13,921	$11,133	$17,496	16
37.0	Director, Information Systems	$25,902	$20,649	$28,674	6
39.0	Director, Auxiliary Services	$18,620	$16,656	$23,500	12
40.0	Director, Admissions	$25,000	$21,204	$29,270	40
43.0	Director, Student Financial Aid	$22,890	$18,672	$26,380	81
44.0	Director, Student Placement	$21,710	$16,800	$26,388	31
45.0	Director, Student Counseling	$24,589	$20,900	$28,882	47
48.0	Director, Student Health Services (Nurse Administrator)	$16,536	$12,600	$21,962	16
49.0	Director, Student Housing	$17,059	$12,676	$21,052	10
50.0	Director, Athletics	$28,512	$24,000	$31,666	34
53.0	Director, Campus Recreation/Intramurals	$24,667	$16,500	$32,461	7
54.0	Director, Alumni Affairs	$18,200	$14,500	$22,752	6
55.0	Director, Information Office	$19,255	$15,969	$22,452	8
56.0	Director, Community Services	$27,650	$24,518	$31,188	35
61.0	Chief Development and Public Relations Officer	$26,148	$20,040	$30,803	11
62.0	Director, Personnel and Affirmative Action	$20,916	$17,840	$25,074	13
63.0	Director, Admissions and Financial Aid	$30,192	$28,080	$31,479	9
66.0	Director, Admissions and Registrar	$28,295	$23,918	$30,951	18
70.0	Dean, Arts and Sciences	$31,679	$27,600	$34,165	9
71.0	Dean, Business	$32,000	$29,558	$34,912	30
73.0	Dean, Continuing Education	$27,961	$25,964	$33,130	44
76.0	Dean, Engineering	$34,294	$31,210	$35,061	7
79.0	Dean, Fine Arts	$29,733	$28,000	$34,434	6
81.0	Dean, Health Related Professions	$31,100	$24,864	$33,535	12
83.0	Dean, Humanities	$32,320	$29,370	$33,800	21
84.0	Dean, Instruction	$32,831	$31,000	$35,977	10
87.0	Dean, Mathematics	$32,430	$27,733	$35,400	8
90.0	Dean, Nursing	$28,656	$27,175	$32,065	17
91.0	Dean, Occupation Studies/Vocational Education/Technology	$33,153	$30,090	$36,600	39
94.0	Dean, Sciences	$32,729	$29,491	$36,379	17
95.0	Dean, Social Sciences	$29,248	$25,937	$35,567	14
97.0	Dean, Special Programs	$27,149	$25,480	$31,154	10

Table 72
2-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $5,000,000 thru $9,999,999. **CASES SELECTED:** 117.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,500	$47,345	$50,700	7
2.0	Chief Executive Officer, Single Institution	$53,170	$48,000	$57,178	104
3.0	Executive Vice President	$43,932	$41,000	$47,829	21
4.0	Chief Academic Officer	$40,335	$38,936	$46,072	109
5.0	Chief Business Officer	$37,997	$35,531	$42,500	102
6.0	Chief Student Affairs Officer	$37,428	$33,705	$41,003	108
7.0	Chief Development Officer	$29,610	$26,897	$35,815	29
8.0	Chief Public Relations Officer	$26,008	$21,305	$29,287	45
9.0	Chief Planning Officer	$33,000	$30,129	$41,000	19
10.0	Chief Personnel/Human Resources Officer	$28,759	$22,713	$32,500	35
11.0	Chief Health Professions Officer	$34,030	$29,856	$36,327	8
12.0	Chief Budgeting Officer	$29,546	$26,719	$33,509	17
14.0	Registrar	$26,754	$21,435	$31,850	67
16.0	Director, Learning Resources Center	$32,880	$27,250	$36,480	58
17.0	Director, Library Services	$30,464	$24,734	$34,102	64
18.0	Director, Computer Center	$29,750	$25,753	$32,085	60
20.0	Director, Computer Center Operations/Administrative	$29,352	$22,685	$33,535	11
21.0	Director, Educational Media Services	$27,000	$21,840	$31,653	34
22.0	Director, Institutional Research	$28,570	$25,116	$32,453	31
24.0	Administrator, Grants and Contracts	$26,800	$22,655	$33,602	10
25.0	Director, Affirmative Action/Equal Employment	$30,300	$28,795	$31,239	6
27.0	Comptroller	$28,528	$24,000	$32,079	46
28.0	Director, Accounting	$22,795	$19,134	$27,814	19
29.0	Director, Internal Audit	$22,500	$21,814	$28,328	6
30.0	Bursar	$18,801	$17,256	$23,309	8
31.0	Director, Food Services	$20,400	$17,457	$22,345	17
32.0	Chief Physical Plant/Facilities Management Officer	$27,728	$24,438	$30,552	86
33.0	Director, Student Activities	$23,956	$18,336	$28,463	60
34.0	Director, Purchasing	$21,181	$16,544	$26,700	28
35.0	Director, Bookstore	$18,653	$15,608	$20,664	61
36.0	Director, Campus Security	$19,159	$17,305	$23,592	27
37.0	Director, Information Systems	$27,276	$25,784	$36,720	5
39.0	Director, Auxiliary Services	$24,673	$21,000	$32,820	15
40.0	Director, Admissions	$28,197	$25,288	$32,700	51
43.0	Director, Student Financial Aid	$25,116	$21,009	$29,328	89
44.0	Director, Student Placement	$24,000	$21,435	$28,102	37
45.0	Director, Student Counseling	$29,333	$25,990	$34,165	71
46.0	Director, Student Union	$22,656	$17,256	$36,079	5
48.0	Director, Student Health Services (Nurse Administrator)	$20,816	$18,491	$23,098	23
49.0	Director, Student Housing	$18,987	$14,790	$24,600	15
50.0	Director, Athletics	$32,432	$26,975	$36,037	41
53.0	Director, Campus Recreation/Intramurals	$25,576	$21,800	$26,381	12
54.0	Director, Alumni Affairs	$20,600	$15,750	$22,000	5
55.0	Director, Information Office	$25,129	$20,500	$28,205	18
56.0	Director, Community Services	$33,400	$26,250	$37,344	51
61.0	Chief Development and Public Relations Officer	$33,900	$30,724	$37,440	9
62.0	Director, Personnel and Affirmative Action	$31,200	$21,732	$40,374	19
63.0	Director, Admissions and Financial Aid	$29,004	$28,416	$36,336	12
66.0	Director, Admissions and Registrar	$34,512	$28,150	$38,748	18
68.0	Dean, Agriculture	$28,800	$26,057	$35,033	5
69.0	Dean, Arts and Letters	$34,470	$32,800	$42,000	6
70.0	Dean, Arts and Sciences	$34,776	$33,680	$39,000	14
71.0	Dean, Business	$36,091	$31,922	$38,800	43
72.0	Dean, Communications	$33,044	$32,249	$35,699	6
73.0	Dean, Continuing Education	$35,033	$30,000	$38,558	48
76.0	Dean, Engineering	$35,280	$34,165	$37,960	10
78.0	Dean, Extension	$35,790	$32,198	$38,253	5
79.0	Dean, Fine Arts	$32,000	$28,251	$36,466	6
81.0	Dean, Health Related Professions	$36,020	$33,000	$41,000	17
83.0	Dean, Humanities	$36,940	$32,400	$38,832	23
84.0	Dean, Instruction	$45,436	$36,549	$45,852	8
87.0	Dean, Mathematics	$35,961	$34,079	$40,726	13
90.0	Dean, Nursing	$33,964	$30,364	$36,600	19
91.0	Dean, Occupation Studies/Vocational Education/Technology	$36,138	$33,264	$40,732	45
94.0	Dean, Sciences	$36,148	$30,208	$38,832	20
95.0	Dean, Social Sciences	$35,033	$31,800	$38,550	24
97.0	Dean, Special Programs	$32,796	$31,815	$35,033	10

Table 73

2-YEAR COLLEGES WITH BUDGETS $10-14.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified
1983/84 BUDGET RANGE: $10,000,000 thru $14,999,999. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$53,000	$48,825	$56,834	10
2.0	Chief Executive Officer, Single Institution	$58,919	$56,327	$62,515	45
3.0	Executive Vice President	$50,660	$43,400	$54,400	9
4.0	Chief Academic Officer	$48,000	$44,057	$50,774	51
5.0	Chief Business Officer	$43,685	$38,712	$49,749	54
6.0	Chief Student Affairs Officer	$42,712	$38,957	$48,645	50
7.0	Chief Development Officer	$36,000	$33,000	$38,867	9
8.0	Chief Public Relations Officer	$28,837	$23,680	$34,851	19
9.0	Chief Planning Officer	$32,458	$29,750	$41,144	10
10.0	Chief Personnel/Human Resources Officer	$35,278	$30,115	$41,253	21
12.0	Chief Budgeting Officer	$36,668	$31,250	$39,880	15
14.0	Registrar	$31,922	$25,687	$36,063	30
16.0	Director, Learning Resources Center	$37,000	$32,100	$42,072	34
17.0	Director, Library Services	$33,350	$30,867	$38,103	28
18.0	Director, Computer Center	$35,345	$33,000	$37,184	33
19.0	Director, Computer Center Operations/Academic	$24,473	$23,000	$36,868	6
21.0	Director, Educational Media Services	$26,659	$22,956	$31,735	21
22.0	Director, Institutional Research	$31,790	$24,190	$34,370	13
24.0	Administrator, Grants and Contracts	$28,367	$24,317	$32,500	10
25.0	Director, Affirmative Action/Equal Employment	$32,005	$27,590	$36,000	8
27.0	Comptroller	$32,635	$27,926	$38,308	23
28.0	Director, Accounting	$26,939	$23,632	$33,602	11
30.0	Bursar	$31,273	$20,929	$39,816	5
31.0	Director, Food Services	$22,999	$17,736	$25,687	8
32.0	Chief Physical Plant/Facilities Management Officer	$32,092	$29,412	$36,286	44
33.0	Director, Student Activities	$31,636	$26,760	$37,546	36
34.0	Director, Purchasing	$26,687	$23,680	$30,400	22
35.0	Director, Bookstore	$24,844	$20,009	$27,927	36
36.0	Director, Campus Security	$23,737	$20,553	$27,000	29
37.0	Director, Information Systems	$36,850	$27,000	$39,394	8
39.0	Director, Auxiliary Services	$32,159	$30,000	$33,228	5
40.0	Director, Admissions	$31,260	$28,105	$36,749	24
43.0	Director, Student Financial Aid	$30,481	$27,000	$34,140	48
44.0	Director, Student Placement	$25,287	$22,455	$29,467	25
45.0	Director, Student Counseling	$33,027	$28,108	$35,815	33
46.0	Director, Student Union	$23,089	$22,964	$26,696	5
48.0	Director, Student Health Services (Nurse Administrator)	$23,184	$21,117	$26,418	16
49.0	Director, Student Housing	$20,480	$20,112	$22,849	5
50.0	Director, Athletics	$37,000	$31,990	$40,646	28
53.0	Director, Campus Recreation/Intramurals	$25,500	$17,701	$34,731	7
55.0	Director, Information Office	$24,201	$22,000	$26,404	18
56.0	Director, Community Services	$30,280	$27,521	$36,000	17
61.0	Chief Development and Public Relations Officer	$30,284	$29,556	$39,758	6
62.0	Director, Personnel and Affirmative Action	$31,452	$28,000	$35,000	17
66.0	Director, Admissions and Registrar	$38,151	$27,276	$39,000	12
70.0	Dean, Arts and Sciences	$38,736	$36,036	$43,234	14
71.0	Dean, Business	$37,440	$34,516	$42,836	25
72.0	Dean, Communications	$32,627	$32,173	$36,913	5
73.0	Dean, Continuing Education	$38,220	$36,648	$45,115	21
76.0	Dean, Engineering	$36,500	$35,500	$48,427	6
81.0	Dean, Health Related Professions	$39,172	$32,100	$43,643	18
83.0	Dean, Humanities	$39,977	$36,784	$46,291	12
84.0	Dean, Instruction	$43,500	$40,755	$44,990	7
87.0	Dean, Mathematics	$40,078	$36,458	$47,400	9
90.0	Dean, Nursing	$36,395	$32,382	$37,200	7
91.0	Dean, Occupation Studies/Vocational Education/Technology	$40,738	$34,299	$44,584	25
94.0	Dean, Sciences	$41,175	$38,743	$43,984	12
95.0	Dean, Social Sciences	$39,169	$37,950	$43,785	19
97.0	Dean, Special Programs	$29,791	$25,484	$40,816	6

Table 74

2-YEAR COLLEGES WITH BUDGETS $15-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1983/84 BUDGET RANGE: $15,000,000 or more. **CASES SELECTED:** 94.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$64,000	$60,041	$69,217	33
2.0	Chief Executive Officer, Single Institution	$62,000	$57,450	$67,880	67
3.0	Executive Vice President	$53,989	$52,500	$58,376	26
4.0	Chief Academic Officer	$51,996	$47,420	$54,993	81
5.0	Chief Business Officer	$50,182	$46,001	$54,660	85
6.0	Chief Student Affairs Officer	$46,500	$42,000	$52,000	70
7.0	Chief Development Officer	$37,397	$32,006	$45,063	28
8.0	Chief Public Relations Officer	$35,230	$29,229	$42,265	51
9.0	Chief Planning Officer	$44,900	$40,658	$48,820	23
10.0	Chief Personnel/Human Resources Officer	$40,715	$36,270	$45,000	61
11.0	Chief Health Professions Officer	$43,395	$38,228	$48,277	11
12.0	Chief Budgeting Officer	$37,223	$32,112	$41,965	31
13.0	Director, Legal Services	$42,500	$35,984	$48,187	9
14.0	Registrar	$36,533	$31,785	$41,658	49
16.0	Director, Learning Resources Center	$39,842	$36,315	$43,285	50
17.0	Director, Library Services	$38,000	$35,132	$42,811	46
18.0	Director, Computer Center	$40,201	$36,588	$44,410	66
19.0	Director, Computer Center Operations/Academic	$27,629	$23,614	$28,757	9
20.0	Director, Computer Center Operations/Administrative	$32,592	$28,614	$39,216	14
21.0	Director, Educational Media Services	$30,300	$27,071	$37,008	35
22.0	Director, Institutional Research	$33,778	$29,750	$42,000	63
24.0	Administrator, Grants and Contracts	$35,415	$28,500	$41,544	33
25.0	Director, Affirmative Action/Equal Employment	$34,679	$26,323	$38,020	21
27.0	Comptroller	$38,850	$35,200	$40,983	50
28.0	Director, Accounting	$31,400	$29,440	$37,155	40
29.0	Director, Internal Audit	$31,932	$26,450	$35,076	31
30.0	Bursar	$28,118	$22,500	$32,470	26
31.0	Director, Food Services	$32,563	$27,109	$35,548	17
32.0	Chief Physical Plant/Facilities Management Officer	$37,392	$33,000	$42,832	79
33.0	Director, Student Activities	$33,372	$26,050	$39,580	58
34.0	Director, Purchasing	$31,382	$25,550	$35,120	63
35.0	Director, Bookstore	$24,689	$21,710	$29,931	39
36.0	Director, Campus Security	$27,660	$21,987	$35,926	55
37.0	Director, Information Systems	$40,927	$35,155	$44,000	17
38.0	Director, News Bureau	$29,400	$19,319	$34,500	7
39.0	Director, Auxiliary Services	$36,380	$28,600	$41,689	17
40.0	Director, Admissions	$35,600	$30,805	$44,410	42
43.0	Director, Student Financial Aid	$33,970	$28,886	$38,664	75
44.0	Director, Student Placement	$29,772	$26,303	$36,792	42
45.0	Director, Student Counseling	$37,721	$34,978	$42,233	58
46.0	Director, Student Union	$27,781	$24,100	$38,020	9
48.0	Director, Student Health Services (Nurse Administrator)	$24,600	$22,000	$32,990	22
49.0	Director, Student Housing	$19,519	$18,741	$23,760	6
50.0	Director, Athletics	$41,029	$33,325	$44,929	40
53.0	Director, Campus Recreation/Intramurals	$26,164	$19,913	$35,779	6
54.0	Director, Alumni Affairs	$22,724	$14,859	$26,548	8
55.0	Director, Information Office	$33,000	$27,600	$36,316	29
56.0	Director, Community Services	$38,410	$32,532	$45,516	47
58.0	Director, Publications	$26,298	$24,100	$29,190	12
59.0	Director, Risk Management and Insurance	$27,105	$26,809	$29,959	9
61.0	Chief Development and Public Relations Officer	$39,500	$30,000	$47,700	7
62.0	Director, Personnel and Affirmative Action	$38,750	$33,849	$45,100	22
66.0	Director, Admissions and Registrar	$37,400	$34,700	$39,508	22
69.0	Dean, Arts and Letters	$41,786	$37,600	$44,565	8
70.0	Dean, Arts and Sciences	$42,265	$39,223	$43,850	17
71.0	Dean, Business	$40,912	$36,288	$43,848	43
72.0	Dean, Communications	$40,657	$37,813	$43,407	14
73.0	Dean, Continuing Education	$41,000	$33,020	$47,561	37
76.0	Dean, Engineering	$39,796	$38,011	$44,195	13
78.0	Dean, Extension	$38,532	$35,002	$44,116	7
79.0	Dean, Fine Arts	$40,892	$38,933	$46,680	18
81.0	Dean, Health Related Professions	$41,200	$37,898	$45,958	30
83.0	Dean, Humanities	$41,000	$36,920	$46,434	24
84.0	Dean, Instruction	$43,482	$41,827	$45,765	17
87.0	Dean, Mathematics	$41,809	$37,175	$43,922	19
90.0	Dean, Nursing	$38,080	$34,700	$40,863	16
91.0	Dean, Occupation Studies/Vocational Education/Technology	$42,025	$37,960	$46,401	46
94.0	Dean, Sciences	$40,196	$36,979	$44,551	27
95.0	Dean, Social Sciences	$40,892	$37,772	$44,972	34
97.0	Dean, Special Programs	$39,818	$33,714	$48,312	13

Table 75
2-YEAR TECHNICAL INSTITUTES

MEASURE: Salary. **CLASSIFICATION(S):** 2-Year Tech. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1983/84 BUDGET RANGE:** Not specified. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,000	$55,000	$66,000	5
2.0	Chief Executive Officer, Single Institution	$45,048	$40,080	$52,500	36
3.0	Executive Vice President	$39,934	$34,620	$44,651	9
4.0	Chief Academic Officer	$34,500	$30,517	$40,920	34
5.0	Chief Business Officer	$32,952	$29,338	$38,935	38
6.0	Chief Student Affairs Officer	$31,500	$29,064	$36,993	32
7.0	Chief Development Officer	$31,884	$28,433	$39,340	11
8.0	Chief Public Relations Officer	$21,838	$17,500	$26,718	17
9.0	Chief Planning Officer	$35,492	$26,040	$38,679	7
10.0	Chief Personnel/Human Resources Officer	$33,519	$21,000	$35,840	15
12.0	Chief Budgeting Officer	$38,000	$24,020	$43,300	7
14.0	Registrar	$22,524	$17,832	$28,464	27
16.0	Director, Learning Resources Center	$24,096	$22,104	$30,540	18
17.0	Director, Library Services	$26,205	$23,080	$28,900	19
18.0	Director, Computer Center	$26,460	$23,715	$31,020	22
19.0	Director, Computer Center Operations/Academic	$20,424	$20,004	$30,946	6
20.0	Director, Computer Center Operations/Administrative	$18,000	$15,873	$27,000	6
21.0	Director, Educational Media Services	$20,500	$17,004	$27,089	11
22.0	Director, Institutional Research	$27,000	$20,798	$29,972	12
24.0	Administrator, Grants and Contracts	$31,558	$20,112	$36,200	7
27.0	Comptroller	$23,863	$18,900	$27,864	16
28.0	Director, Accounting	$18,132	$15,828	$21,210	9
31.0	Director, Food Services	$18,000	$16,740	$22,400	8
32.0	Chief Physical Plant/Facilities Management Officer	$25,597	$22,500	$35,772	21
33.0	Director, Student Activities	$20,256	$18,720	$25,296	12
34.0	Director, Purchasing	$15,444	$14,244	$20,040	16
35.0	Director, Bookstore	$16,130	$13,783	$17,986	20
36.0	Director, Campus Security	$16,968	$14,400	$22,620	12
40.0	Director, Admissions	$23,166	$21,681	$26,068	18
43.0	Director, Student Financial Aid	$20,040	$18,012	$24,647	31
44.0	Director, Student Placement	$21,444	$18,708	$27,541	20
45.0	Director, Student Counseling	$23,832	$19,000	$31,964	18
48.0	Director, Student Health Services (Nurse Administrator)	$16,263	$16,224	$21,504	5
53.0	Director, Campus Recreation/Intramurals	$18,900	$13,740	$20,892	6
56.0	Director, Community Services	$24,216	$22,080	$27,921	7
62.0	Director, Personnel and Affirmative Action	$20,760	$20,052	$23,100	8
71.0	Dean, Business	$32,010	$29,400	$34,428	17
73.0	Dean, Continuing Education	$29,376	$25,608	$30,873	21
76.0	Dean, Engineering	$31,440	$29,868	$35,328	14
81.0	Dean, Health Related Professions	$31,338	$27,400	$38,685	13
90.0	Dean, Nursing	$28,443	$27,670	$33,025	6
91.0	Dean, Occupation Studies/Vocational Education/Technology	$28,176	$24,024	$34,750	11

Table 76

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS

		INSIDE HIRE			OUTSIDE HIRE		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	$65,000		54	$68,970	6.1%	97
2.0	Chief Executive Officer, Single Institution	$56,424		386	$58,842	4.3%	900
3.0	Executive Vice President	$48,000		207	$53,714	11.9%	115
4.0	Chief Academic Officer	$46,200		717	$47,300	2.4%	591
5.0	Chief Business Officer	$44,000	2.3%	610	$43,000		716
6.0	Chief Student Affairs Officer	$39,179	4.7%	657	$37,428		625
7.0	Chief Development Officer	$39,400		297	$39,500	0.3%	441
8.0	Chief Public Relations Officer	$32,700	21.9%	254	$26,825		474
9.0	Chief Planning Officer	$42,699	11.7%	158	$38,210		80
10.0	Chief Personnel/Human Resources Officer	$31,850		318	$35,040	10.0%	334
11.0	Chief Health Professions Officer	$73,404	57.2%	48	$46,696		39
12.0	Chief Budgeting Officer	$38,516	4.8%	233	$36,750		156
13.0	Director, Legal Services	$46,510	2.7%	51	$45,300		113
14.0	Registrar	$27,350		663	$28,496	4.2%	435
15.0	Director, Church Relations	$23,200		26	$25,700	10.8%	65
16.0	Director, Learning Resources Center	$31,580	13.6%	221	$27,800		272
17.0	Director, Library Services	$30,513		373	$33,133	8.6%	746
18.0	Director, Computer Center	$34,150		371	$35,000	2.5%	478
19.0	Director, Computer Center Operations/Academic	$33,840	9.2%	143	$31,000		137
20.0	Director, Computer Center Operations/Administrative	$32,500	2.5%	152	$31,700		138
21.0	Director, Educational Media Services	$29,600	22.5%	190	$24,168		278
22.0	Director, Institutional Research	$33,000	3.1%	286	$31,993		204
23.0	Director, Special and Deferred Gifts	$31,200	8.0%	87	$28,886		155
24.0	Administrator, Grants and Contracts	$35,100	8.0%	231	$32,500		199
25.0	Director, Affirmative Action/Equal Employment	$32,764	3.7%	184	$31,600		146
26.0	Chaplain	$21,600		52	$23,500	8.8%	209
27.0	Comptroller	$36,000	7.5%	351	$33,480		429
28.0	Director, Accounting	$29,690	14.5%	252	$25,938		216
29.0	Director, Internal Audit	$32,520	4.9%	126	$31,000		173
30.0	Bursar	$25,300	1.2%	200	$25,000		119
31.0	Director, Food Services	$28,350	3.3%	136	$27,448		226
32.0	Chief Physical Plant/Facilities Management Officer	$32,905	5.6%	519	$31,152		664
33.0	Director, Student Activities	$27,008	25.1%	288	$21,587		370
34.0	Director, Purchasing	$27,216	0.8%	372	$26,998		313
35.0	Director, Bookstore	$19,100		375	$20,400	6.8%	455
36.0	Director, Campus Security	$23,553		265	$25,277	7.3%	493
37.0	Director, Information Systems	$39,394	8.9%	105	$36,175		82
38.0	Director, News Bureau	$24,800	10.9%	97	$22,365		165
39.0	Director, Auxiliary Services	$34,500	6.5%	184	$32,400		122
40.0	Director, Admissions	$29,400		481	$31,000	5.4%	437
41.0	Director, Foreign Students	$25,579	11.2%	112	$23,000		96
42.0	Director, International Studies Education	$36,526	35.8%	81	$26,900		35
43.0	Director, Student Financial Aid	$26,514	0.9%	591	$26,275		622
44.0	Director, Student Placement	$26,500	9.9%	363	$24,108		470
45.0	Director, Student Counseling	$32,000	15.7%	363	$27,665		430
46.0	Director, Student Union	$29,050	11.7%	169	$26,000		176
47.0	Director, Student Health Services (Physician Administrator)	$57,500	11.7%	81	$51,500		204
48.0	Director, Student Health Services (Nurse Administrator)	$20,462	5.7%	140	$19,350		348
49.0	Director, Student Housing	$24,359	13.0%	252	$21,550		379
50.0	Director, Athletics	$34,561	0.2%	408	$34,500		392
51.0	Director, Athletics/Men	$35,780	6.8%	54	$33,500		36
52.0	Director, Athletics/Women	$31,587	29.0%	98	$24,495		82
53.0	Director, Campus Recreation/Intramurals	$26,684	24.3%	155	$21,475		171
54.0	Director, Alumni Affairs	$26,000	8.7%	282	$23,920		372
55.0	Director, Information Office	$28,300	7.2%	109	$26,404		249
56.0	Director, Community Services	$31,961	12.2%	149	$28,488		110
57.0	Administrator, Hospital Medical Center	$72,930		13	$75,000	2.8%	34
58.0	Director, Publications	$26,000	8.3%	131	$24,000		191
59.0	Director, Risk Management and Insurance	$35,100	25.0%	58	$28,080		33
60.0	Chief Planning and Budget Officer	$44,100	1.1%	53	$43,600		25
61.0	Chief Development and Public Relations Officer	$44,000	0.0%	81	$44,000	0.0%	100
62.0	Director, Personnel and Affirmative Action	$27,400		106	$30,000	9.5%	122
63.0	Director, Admissions and Financial Aid	$33,945	11.3%	59	$30,500		66
65.0	Director, Development and Alumni Affairs	$34,600	11.6%	45	$31,000		31
66.0	Director, Admissions and Registrar	$34,098	2.7%	106	$33,193		58
68.0	Dean, Agriculture	$53,500	6.4%	50	$50,292		37
69.0	Dean, Arts and Letters	$42,000		73	$45,000	7.1%	28
70.0	Dean, Arts and Sciences	$46,500		215	$50,000	7.5%	145
71.0	Dean, Business	$43,000		319	$48,500	12.8%	262
73.0	Dean, Continuing Education	$38,558	12.9%	329	$34,165		191
74.0	Dean, Dentistry	$74,250		25	$75,000	1.0%	23
75.0	Dean, Education	$45,152		200	$48,499	7.4%	182
76.0	Dean, Engineering	$54,240		127	$57,245	5.5%	99
79.0	Dean, Fine Arts	$39,500		100	$47,000	19.0%	77
80.0	Dean, Graduate Programs	$48,072	2.3%	264	$47,000		84
81.0	Dean, Health Related Professions	$40,800		108	$44,029	7.9%	72
82.0	Dean, Home Economics	$46,000	0.4%	31	$45,800		39
83.0	Dean, Humanities	$36,000		150	$42,000	16.7%	50
85.0	Dean, Law	$68,390		59	$72,800	6.4%	75
86.0	Dean, Library and Information Sciences	$46,800		25	$49,455	5.7%	32
87.0	Dean, Mathematics	$36,737	2.0%	81	$36,000		31
88.0	Dean, Medicine	$98,800	2.9%	43	$96,000		25
90.0	Dean, Nursing	$38,000		109	$42,660	12.3%	183
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,149		134	$38,520	1.0%	88
92.0	Dean, Pharmacy	$60,100	1.9%	22	$59,000		31
94.0	Dean, Sciences	$40,083		186	$42,273	5.5%	58
95.0	Dean, Social Sciences	$37,191		158	$38,639	3.9%	48
96.0	Dean, Social Work	$48,072		40	$53,328	10.9%	32
97.0	Dean, Special Programs	$33,800	18.8%	54	$28,453		38

Table 77
COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

		NON-MINORITY			MINORITY		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	$68,600	22.5%	140	$56,000		12
2.0	Chief Executive Officer, Single Institution	$58,842	7.4%	1,213	$54,777		72
3.0	Executive Vice President	$50,660	12.7%	308	$44,940		18
4.0	Chief Academic Officer	$46,818	1.8%	1,221	$46,000		83
5.0	Chief Business Officer	$43,751	5.4%	1,260	$41,490		63
6.0	Chief Student Affairs Officer	$37,800		1,121	$41,365	9.4%	164
7.0	Chief Development Officer	$39,600	15.9%	705	$34,172		26
8.0	Chief Public Relations Officer	$29,004	4.4%	699	$27,779		30
9.0	Chief Planning Officer	$42,252	10.6%	223	$38,210		14
10.0	Chief Personnel/Human Resources Officer	$33,450	4.3%	586	$32,076		66
12.0	Chief Budgeting Officer	$38,200	25.6%	356	$30,420		28
13.0	Director, Legal Services	$45,969	27.7%	155	$36,002		7
14.0	Registrar	$27,839	8.1%	1,029	$25,764		65
16.0	Director, Learning Resources Center	$29,294		450	$30,122	2.8%	42
17.0	Director, Library Services	$32,520	11.1%	1,051	$29,275		66
18.0	Director, Computer Center	$34,650		806	$36,038	4.0%	40
19.0	Director, Computer Center Operations/Academic	$32,450	50.2%	266	$21,600		14
20.0	Director, Computer Center Operations/Administrative	$32,000		267	$33,000	3.1%	23
21.0	Director, Educational Media Services	$26,400	6.4%	441	$24,802		26
22.0	Director, Institutional Research	$33,200	18.7%	445	$27,972		42
23.0	Director, Special and Deferred Gifts	$29,500	17.1%	235	$25,200		5
24.0	Administrator, Grants and Contracts	$34,846	16.2%	397	$30,000		33
25.0	Director, Affirmative Action/Equal Employment	$30,420		172	$33,325	9.5%	159
26.0	Chaplain	$23,600	15.3%	249	$20,475		14
27.0	Comptroller	$34,524	2.3%	744	$33,756		35
28.0	Director, Accounting	$27,990	16.3%	418	$24,060		54
29.0	Director, Internal Audit	$32,079	20.1%	269	$26,700		32
30.0	Bursar	$26,280	18.8%	295	$22,115		26
31.0	Director, Food Services	$28,327	35.6%	336	$20,883		30
32.0	Chief Physical Plant/Facilities Management Officer	$32,120	10.8%	1,115	$29,000		66
33.0	Director, Student Activities	$24,372		573	$25,680	5.4%	87
34.0	Director, Purchasing	$27,364	25.3%	645	$21,838		44
35.0	Director, Bookstore	$19,982	2.1%	788	$19,577		48
36.0	Director, Campus Security	$24,666	2.6%	678	$24,039		86
37.0	Director, Information Systems	$38,080	58.7%	179	$24,000		8
38.0	Director, News Bureau	$22,950	5.3%	252	$21,798		7
39.0	Director, Auxiliary Services	$34,428	26.1%	285	$27,300		25
40.0	Director, Admissions	$30,230	7.0%	850	$28,241		68
41.0	Director, Foreign Students	$24,580	0.2%	175	$24,520		36
43.0	Director, Student Financial Aid	$26,264		1,040	$27,600	5.1%	172
44.0	Director, Student Placement	$25,424		760	$25,500	0.3%	73
45.0	Director, Student Counseling	$29,810	8.0%	716	$27,600		86
46.0	Director, Student Union	$28,000	21.7%	319	$23,000		32
47.0	Director, Student Health Services (Physician Administrator)	$54,449	50.4%	263	$36,210		24
48.0	Director, Student Health Services (Nurse Administrator)	$19,838	3.7%	450	$19,130		36
49.0	Director, Student Housing	$23,100	7.4%	582	$21,511		44
50.0	Director, Athletics	$34,751	11.1%	756	$31,272		47
52.0	Director, Athletics/Women	$28,215	12.9%	176	$25,000		6
53.0	Director, Campus Recreation/Intramurals	$24,576	10.6%	297	$22,212		29
54.0	Director, Alumni Affairs	$24,785	7.3%	626	$23,106		28
55.0	Director, Information Office	$27,180	7.9%	345	$25,196		14
56.0	Director, Community Services	$30,000		233	$31,188	4.0%	24
58.0	Director, Publications	$25,100	7.3%	316	$23,400		8
61.0	Chief Development and Public Relations Officer	$44,000	42.2%	176	$30,950		5
62.0	Director, Personnel and Affirmative Action	$28,580		189	$31,200	9.2%	39
63.0	Director, Admissions and Financial Aid	$32,335	22.9%	120	$26,305		5
65.0	Director, Development and Alumni Affairs	$32,550	5.0%	70	$31,000		5
66.0	Director, Admissions and Registrar	$34,111	12.5%	150	$30,334		15
68.0	Dean, Agriculture	$54,594	32.5%	77	$41,200		11
69.0	Dean, Arts and Letters	$43,984	5.5%	92	$41,688		9
70.0	Dean, Arts and Sciences	$49,260	20.0%	337	$41,044		22
71.0	Dean, Business	$46,000	20.8%	543	$38,095		38
73.0	Dean, Continuing Education	$36,960		485	$40,000	8.2%	37
75.0	Dean, Education	$47,000	11.9%	344	$41,995		41
76.0	Dean, Engineering	$56,000	30.0%	216	$43,072		12
79.0	Dean, Fine Arts	$42,891	12.4%	167	$38,165		11
80.0	Dean, Graduate Programs	$48,280	9.1%	326	$44,252		21
81.0	Dean, Health Related Professions	$41,547	6.1%	164	$39,168		19
82.0	Dean, Home Economics	$48,774	32.5%	65	$36,805		6
83.0	Dean, Humanities	$37,781	27.5%	184	$29,628		15
85.0	Dean, Law	$72,500	69.4%	129	$42,792		6
87.0	Dean, Mathematics	$37,123	19.8%	94	$31,000		20
89.0	Dean, Music	$42,280	21.6%	72	$34,765		8
90.0	Dean, Nursing	$41,000	3.2%	264	$39,710		32
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,579	1.5%	202	$38,000		22
94.0	Dean, Sciences	$40,600	14.1%	221	$35,580		24
95.0	Dean, Social Sciences	$38,298	13.7%	181	$33,698		27
96.0	Dean, Social Work	$50,950	3.3%	53	$49,300		19
97.0	Dean, Special Programs	$33,000		71	$34,000	3.0%	21
98.0	Dean, Undergraduate Programs	$45,333	10.3%	72	$41,100		5

Table 78
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

		MALE			FEMALE		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
2.0	Chief Executive Officer, Single Institution	$58,970	14.5%	1,189	$51,500		104
3.0	Executive Vice President	$51,800	33.2%	309	$38,900		21
4.0	Chief Academic Officer	$47,200	12.4%	1,141	$42,000		170
5.0	Chief Business Officer	$44,360	40.8%	1,239	$31,500		94
6.0	Chief Student Affairs Officer	$39,500	22.0%	1,043	$32,373		248
7.0	Chief Development Officer	$40,000	23.1%	623	$32,500		118
8.0	Chief Public Relations Officer	$33,215	44.4%	443	$23,000		291
9.0	Chief Planning Officer	$43,100	12.5%	187	$38,300		51
10.0	Chief Personnel/Human Resources Officer	$37,400	45.3%	422	$25,740		232
11.0	Chief Health Professions Officer	$74,592	121.2%	66	$33,719		24
12.0	Chief Budgeting Officer	$38,889	21.5%	320	$32,000		68
13.0	Director, Legal Services	$46,000	8.2%	133	$42,500		32
14.0	Registrar	$31,839	42.0%	661	$22,416		444
15.0	Director, Church Relations	$27,000	34.7%	79	$20,050		13
16.0	Director, Learning Resources Center	$32,855	28.6%	299	$25,548		198
17.0	Director, Library Services	$35,650	31.7%	681	$27,073		445
18.0	Director, Computer Center	$35,300	42.1%	770	$24,837		81
19.0	Director, Computer Center Operations/Academic	$32,700	14.3%	243	$28,600		38
20.0	Director, Computer Center Operations/Administrative	$33,535	34.1%	226	$25,000		64
21.0	Director, Educational Media Services	$27,708	37.9%	388	$20,088		84
22.0	Director, Institutional Research	$35,364	28.8%	330	$27,464		163
23.0	Director, Special and Deferred Gifts	$30,400	39.5%	186	$21,787		55
24.0	Administrator, Grants and Contracts	$37,800	46.2%	297	$25,856		135
25.0	Director, Affirmative Action/Equal Employment	$33,645	9.4%	132	$30,750		198
26.0	Chaplain	$23,600	21.0%	239	$19,500		26
27.0	Comptroller	$36,050	47.7%	643	$24,400		142
28.0	Director, Accounting	$30,804	36.9%	302	$22,500		173
29.0	Director, Internal Audit	$33,000	27.8%	239	$25,812		64
30.0	Bursar	$30,183	52.4%	182	$19,800		141
31.0	Director, Food Services	$29,700	48.5%	249	$20,000		117
32.0	Chief Physical Plant/Facilities Management Officer	$32,000	32.8%	1,175	$24,104		18
33.0	Director, Student Activities	$26,100	24.0%	422	$21,052		241
34.0	Director, Purchasing	$29,000	50.3%	518	$19,300		173
35.0	Director, Bookstore	$24,700	54.0%	439	$16,036		401
36.0	Director, Campus Security	$24,700	14.2%	745	$21,624		20
37.0	Director, Information Systems	$38,991	47.7%	155	$26,400		31
38.0	Director, News Bureau	$26,340	32.4%	134	$19,900		128
39.0	Director, Auxiliary Services	$35,321	55.8%	264	$22,673		46
40.0	Director, Admissions	$31,746	24.0%	710	$25,596		216
41.0	Director, Foreign Students	$27,336	26.6%	125	$21,589		87
42.0	Director, International Studies Education	$36,708	45.9%	83	$25,168		36
43.0	Director, Student Financial Aid	$28,768	32.4%	772	$21,730		451
44.0	Director, Student Placement	$28,250	28.1%	455	$22,050		384
45.0	Director, Student Counseling	$31,795	25.2%	526	$25,403		279
46.0	Director, Student Union	$29,345	37.1%	279	$21,400		73
47.0	Director, Student Health Services (Physician Administrator)	$54,058	5.5%	230	$51,223		58
48.0	Director, Student Health Services (Nurse Administrator)	$22,365	14.3%	9	$19,573		482
49.0	Director, Student Housing	$26,400	40.0%	389	$18,858		244
50.0	Director, Athletics	$35,000	33.3%	764	$26,250		45
52.0	Director, Athletics/Women	$19,686		9	$28,350	44.0%	173
53.0	Director, Campus Recreation/Intramurals	$24,880	23.3%	260	$20,181		70
54.0	Director, Alumni Affairs	$27,371	29.0%	368	$21,210		291
55.0	Director, Information Office	$29,139	17.9%	206	$24,725		153
56.0	Director, Community Services	$33,500	27.6%	149	$26,250		111
58.0	Director, Publications	$28,080	22.1%	164	$23,000		160
59.0	Director, Risk Management and Insurance	$33,915	15.0%	74	$29,500		18
60.0	Chief Planning and Budget Officer	$46,000	46.6%	71	$31,373		9
61.0	Chief Development and Public Relations Officer	$45,746	48.5%	146	$30,803		36
62.0	Director, Personnel and Affirmative Action	$31,850	32.3%	124	$24,070		105
63.0	Director, Admissions and Financial Aid	$34,080	42.1%	101	$23,980		24
64.0	Director, Housing and Food Services	$42,276	31.9%	32	$32,040		7
65.0	Director, Development and Alumni Affairs	$36,165	46.4%	58	$24,701		18
66.0	Director, Admissions and Registrar	$35,099	28.7%	128	$27,276		37
69.0	Dean, Arts and Letters	$43,984	23.8%	86	$35,516		15
70.0	Dean, Arts and Sciences	$50,000	20.0%	321	$41,677		40
71.0	Dean, Business	$47,286	38.9%	520	$34,050		62
72.0	Dean, Communications	$42,300	21.4%	72	$34,833		14
73.0	Dean, Continuing Education	$38,689	25.7%	411	$30,770		112
75.0	Dean, Education	$47,676	17.6%	317	$40,540		69
78.0	Dean, Extension	$43,460	21.2%	63	$35,845		8
79.0	Dean, Fine Arts	$44,250	18.9%	157	$37,206		21
80.0	Dean, Graduate Programs	$49,000	11.4%	299	$44,004		50
81.0	Dean, Health Related Professions	$44,242	10.6%	101	$40,000		83
82.0	Dean, Home Economics	$51,500	12.6%	13	$45,728		58
83.0	Dean, Humanities	$38,150	12.8%	154	$33,825		46
84.0	Dean, Instruction	$42,327	26.0%	35	$33,604		8
85.0	Dean, Law	$72,475	15.0%	128	$63,000		7
86.0	Dean, Library and Information Sciences	$50,000	11.1%	43	$45,000		15
87.0	Dean, Mathematics	$36,784	12.7%	92	$32,648		22
89.0	Dean, Music	$41,850	79.4%	74	$23,333		6
90.0	Dean, Nursing	$40,688		8	$40,863	0.4%	288
91.0	Dean, Occupation Studies/Vocational Education/Technology	$38,735	9.7%	208	$35,310		16
94.0	Dean, Sciences	$40,725	10.9%	218	$36,737		28
95.0	Dean, Social Sciences	$38,400	14.9%	169	$33,428		39
96.0	Dean, Social Work	$51,811	7.9%	51	$48,000		21
97.0	Dean, Special Programs	$33,653	5.8%	60	$31,815		32
98.0	Dean, Undergraduate Programs	$46,306	18.7%	63	$39,000		14

Table 79

FOUR YEAR COMPARISON OF 518 PARTICIPATING INSTITUTIONS

POS	TITLE	1981 MED	1982 MED	81v82 CHNG	1983 MED	82v83 CHNG	1984 MED	83v84 CHNG	81v84 COMP CHNG
1.0	Chief Executive Officer, System	$60,500	$64,955	7.4%	$71,000	9.3%	$74,056	4.3%	7.0%
2.0	Chief Executive Officer, Single Institution	$51,516	$55,700	8.1%	$60,479	8.6%	$64,250	6.2%	7.6%
3.0	Executive Vice President	$43,500	$47,960	10.3%	$51,600	7.6%	$54,500	5.6%	7.8%
4.0	Chief Academic Officer	$41,500	$45,139	8.8%	$49,225	9.1%	$51,925	5.5%	7.8%
5.0	Chief Business Officer	$39,839	$44,000	10.4%	$47,000	6.8%	$49,000	4.3%	7.1%
6.0	Chief Student Affairs Officer	$34,000	$37,325	9.8%	$40,000	7.2%	$42,000	5.0%	7.3%
7.0	Chief Development Officer	$34,750	$37,898	9.1%	$40,660	7.3%	$43,100	6.0%	7.4%
8.0	Chief Public Relations Officer	$27,752	$31,153	12.3%	$31,600	1.4%	$32,150	1.7%	5.0%
9.0	Chief Planning Officer	$35,500	$38,482	8.4%	$40,165	4.4%	$41,184	2.5%	5.1%
10.0	Chief Personnel/Human Resources Officer	$28,000	$30,600	9.3%	$32,783	7.1%	$35,083	7.0%	7.8%
11.0	Chief Health Professions Officer	$57,000	$68,853	20.8%	$63,000	- 8.5%	$75,000	19.0%	9.6%
12.0	Chief Budgeting Officer	$30,745	$33,400	8.6%	$36,129	8.2%	$38,296	6.0%	7.6%
13.0	Director, Legal Services	$38,200	$41,472	8.6%	$45,700	10.2%	$46,500	1.8%	6.8%
14.0	Registrar	$25,000	$27,588	10.4%	$29,150	5.7%	$30,608	5.0%	7.0%
15.0	Director, Church Relations	$21,005	$20,567	- 2.1%	$22,750	10.6%	$29,000	27.5%	11.3%
16.0	Director, Learning Resources Center	$26,500	$29,636	11.8%	$30,450	2.7%	$31,624	3.9%	6.1%
17.0	Director, Library Services	$29,707	$31,625	6.5%	$34,315	8.5%	$36,012	4.9%	6.6%
18.0	Director, Computer Center	$29,400	$32,480	10.5%	$35,258	8.6%	$37,429	6.2%	8.4%
21.0	Director, Educational Media Services	$23,265	$24,402	4.9%	$25,099	2.9%	$27,105	8.0%	5.2%
22.0	Director, Institutional Research	$28,000	$30,000	7.1%	$32,640	8.8%	$34,128	4.6%	6.8%
23.0	Director, Special and Deferred Gifts	$24,933	$27,903	11.9%	$28,781	3.1%	$30,400	5.6%	6.8%
24.0	Administrator, Grants and Contracts	$28,560	$31,000	8.5%	$35,500	14.5%	$34,999	- 1.4%	7.0%
25.0	Director, Affirmative Action/Equal Employment	$25,570	$28,823	12.7%	$30,438	5.6%	$32,500	6.8%	8.3%
27.0	Comptroller	$29,000	$31,755	9.5%	$34,400	8.3%	$36,737	6.8%	8.2%
29.0	Director, Internal Audit	$26,167	$28,005	7.0%	$30,000	7.1%	$31,600	5.3%	6.5%
30.0	Bursar	$20,800	$24,000	15.4%	$25,000	4.2%	$26,697	6.8%	8.7%
31.0	Director, Food Services	$24,588	$26,861	9.2%	$28,850	7.4%	$30,567	6.0%	7.5%
32.0	Chief Physical Plant/Facilities Management Officer	$27,815	$30,540	9.8%	$34,068	11.6%	$35,280	3.6%	8.2%
34.0	Director, Purchasing	$23,203	$25,089	8.1%	$27,540	9.8%	$28,500	3.5%	7.1%
35.0	Director, Bookstore	$18,675	$20,901	11.9%	$22,150	6.0%	$24,170	9.1%	9.0%
36.0	Director, Campus Security	$20,900	$23,085	10.5%	$25,000	8.3%	$26,295	5.2%	8.0%
37.0	Director, Information Systems	$33,700	$36,156	7.3%	$36,785	1.7%	$38,630	5.0%	4.7%
38.0	Director, News Bureau	$19,200	$21,000	9.4%	$22,550	7.4%	$23,406	3.8%	6.8%
39.0	Director, Auxiliary Services	$29,200	$31,207	6.9%	$34,000	8.9%	$35,471	4.3%	6.7%
40.0	Director, Admissions	$26,750	$29,152	9.0%	$31,000	6.3%	$32,467	4.7%	6.7%
41.0	Director, Foreign Students	$20,146	$23,015	14.2%	$24,485	6.4%	$24,520	0.1%	6.8%
42.0	Director, International Studies Education	$29,200	$31,015	6.2%	$31,700	2.2%	$33,020	4.2%	4.2%
43.0	Director, Student Financial Aid	$22,200	$25,000	12.6%	$27,080	8.3%	$28,196	4.1%	8.3%
44.0	Director, Student Placement	$21,197	$23,265	9.8%	$25,250	8.5%	$26,500	5.0%	7.7%
45.0	Director, Student Counseling	$26,033	$27,846	7.0%	$29,747	6.8%	$32,448	9.1%	7.6%
46.0	Director, Student Union	$23,800	$25,500	7.1%	$28,324	11.1%	$29,600	4.5%	7.5%
49.0	Director, Student Housing	$20,412	$22,760	11.5%	$25,000	9.8%	$26,040	4.2%	8.5%
50.0	Director, Athletics	$30,781	$33,551	9.0%	$34,650	3.3%	$37,546	8.4%	6.8%
53.0	Director, Campus Recreation/Intramurals	$20,895	$22,569	8.0%	$22,864	1.3%	$25,008	9.4%	6.2%
54.0	Director, Alumni Affairs	$21,432	$23,000	7.3%	$24,782	7.7%	$26,076	5.2%	6.8%
55.0	Director, Information Office	$21,902	$24,009	9.6%	$27,672	15.3%	$27,755	0.3%	8.2%
56.0	Director, Community Services	$25,536	$26,920	5.4%	$28,309	5.2%	$29,808	5.3%	5.3%
57.0	Administrator, Hospital Medical Center	$59,500	$62,900	5.7%	$64,963	3.3%	$75,000	15.5%	8.0%
60.0	Chief Planning and Budget Officer	$40,000	$41,250	3.1%	$45,800	11.0%	$46,000	0.4%	4.8%
61.0	Chief Development and Public Relations Officer	$35,700	$38,600	8.1%	$46,000	19.2%	$47,900	4.1%	10.3%
62.0	Director, Personnel and Affirmative Action	$25,200	$27,492	9.1%	$30,690	11.6%	$30,358	- 1.1%	6.4%
63.0	Director, Admissions and Financial Aid	$30,200	$32,500	7.6%	$35,064	7.9%	$37,500	6.9%	7.5%
64.0	Director, Housing and Food Services	$32,000	$33,780	5.6%	$36,480	8.0%	$36,480	0.0%	4.5%
65.0	Director, Development and Alumni Affairs	$28,100	$31,881	13.5%	$33,954	6.5%	$35,448	4.4%	8.1%
67.0	Dean, Architecture	$44,954	$47,300	5.2%	$51,240	8.3%	$55,000	7.3%	7.0%
68.0	Dean, Agriculture	$46,068	$50,600	9.8%	$54,594	7.9%	$54,600	0.0%	5.8%
69.0	Dean, Arts and Letters	$36,060	$39,500	9.5%	$41,640	5.4%	$44,100	5.9%	6.9%
70.0	Dean, Arts and Sciences	$41,700	$45,200	8.4%	$49,173	8.8%	$51,150	4.0%	7.0%
71.0	Dean, Business	$41,000	$43,920	7.1%	$47,868	9.0%	$49,759	4.0%	6.7%
72.0	Dean, Communications	$38,494	$39,305	2.1%	$45,150	14.9%	$43,984	- 2.6%	4.5%
73.0	Dean, Continuing Education	$34,000	$36,666	7.8%	$38,000	3.6%	$40,200	5.8%	5.7%
74.0	Dean, Dentistry	$61,822	$65,000	5.1%	$70,200	8.0%	$74,999	6.8%	6.7%
75.0	Dean, Education	$41,000	$43,776	6.8%	$46,612	6.5%	$48,072	3.1%	5.4%
76.0	Dean, Engineering	$47,300	$51,816	9.5%	$57,000	10.0%	$60,000	5.3%	8.2%
77.0	Dean, Experimental Programs	$36,405	$40,758	12.0%	$47,500	16.5%	$46,200	- 2.7%	8.3%
78.0	Dean, Extension	$36,000	$37,500	4.2%	$41,000	9.3%	$42,777	4.3%	5.9%
79.0	Dean, Fine Arts	$36,785	$41,000	11.5%	$45,055	9.9%	$46,604	3.4%	8.2%
80.0	Dean, Graduate Programs	$40,068	$43,900	9.6%	$47,275	7.7%	$50,000	5.8%	7.7%
81.0	Dean, Health Related Professions	$36,606	$37,450	2.3%	$42,292	12.9%	$44,242	4.6%	6.5%
82.0	Dean, Home Economics	$41,600	$44,690	7.4%	$48,946	9.5%	$48,774	- 0.4%	5.4%
83.0	Dean, Humanities	$33,000	$33,988	3.0%	$35,136	3.4%	$37,900	7.9%	4.7%
84.0	Dean, Instruction	$36,322	$41,698	14.8%	$41,029	- 1.6%	$43,597	6.3%	6.3%
85.0	Dean, Law	$56,100	$62,100	10.7%	$68,000	9.5%	$72,000	5.9%	8.7%
86.0	Dean, Library and Information Sciences	$38,500	$38,600	0.3%	$43,300	12.2%	$46,200	6.7%	6.3%
87.0	Dean, Mathematics	$33,800	$34,011	0.6%	$33,873	- 0.4%	$38,000	12.2%	4.0%
88.0	Dean, Medicine	$76,837	$80,000	4.1%	$86,350	7.9%	$99,144	14.8%	8.9%
89.0	Dean, Music	$35,500	$37,757	6.4%	$41,325	9.4%	$46,500	12.5%	9.4%
90.0	Dean, Nursing	$36,336	$38,900	7.1%	$43,275	11.2%	$45,000	4.0%	7.4%
91.0	Dean, Occupation Studies/Vocational Education/Technol	$34,191	$36,147	5.7%	$39,000	7.9%	$39,967	2.5%	5.3%
92.0	Dean, Pharmacy	$50,000	$53,200	6.4%	$59,000	10.9%	$60,800	3.1%	6.7%
93.0	Dean, Public Health	$56,700	$73,140	29.0%	$71,020	- 2.9%	$84,764	19.4%	14.3%
94.0	Dean, Sciences	$34,177	$37,026	8.3%	$38,300	3.4%	$42,500	11.0%	7.5%
95.0	Dean, Social Sciences	$31,071	$33,610	8.2%	$35,000	4.1%	$39,169	11.9%	8.0%
96.0	Dean, Social Work	$40,000	$46,062	15.2%	$50,000	8.5%	$50,950	1.9%	8.4%
97.0	Dean, Special Programs	$25,776	$30,000	16.4%	$33,100	10.3%	$33,100	0.0%	8.7%
98.0	Dean, Undergraduate Programs	$38,640	$39,800	3.0%	$44,557	12.0%	$48,300	8.4%	7.7%
99.0	Dean, Veterinary Medicine	$55,900	$60,000	7.3%	$65,800	9.7%	$68,000	3.3%	6.7%

Table 80

YEARS OF SERVICE NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	N	MINORITY MED	MINORITY DIFF	N
1.0	Chief Executive Officer, System	05	66.7%	128	03		10
2.0	Chief Executive Officer, Single Institution	06	50.0%	1,115	04		63
3.0	Executive Vice President	05	0.0%	277	05	0.0%	14
4.0	Chief Academic Officer	04	0.0%	1,060	04	0.0%	72
5.0	Chief Business Officer	06	50.0%	1,163	04		56
6.0	Chief Student Affairs Officer	06	50.0%	1,021	04		145
7.0	Chief Development Officer	03	50.0%	609	02		21
8.0	Chief Public Relations Officer	04	33.3%	613	03		26
9.0	Chief Planning Officer	04	33.3%	199	03		12
10.0	Chief Personnel/Human Resources Officer	05	66.7%	544	03		63
12.0	Chief Budgeting Officer	05	25.0%	338	04		25
13.0	Director, Legal Services	05	25.0%	144	04		6
14.0	Registrar	07		949	09	28.6%	62
16.0	Director, Learning Resources Center	06	20.0%	424	05		36
17.0	Director, Library Services	07	0.0%	959	07	0.0%	60
18.0	Director, Computer Center	04	0.0%	748	04	0.0%	34
19.0	Director, Computer Center Operations/Academic	03	0.0%	216	03	0.0%	9
20.0	Director, Computer Center Operations/Administrative	03	0.0%	238	03	0.0%	19
21.0	Director, Educational Media Services	06	50.0%	413	04		25
22.0	Director, Institutional Research	04	33.3%	406	03		37
23.0	Director, Special and Deferred Gifts	03		201	04	33.3%	5
24.0	Administrator, Grants and Contracts	04	0.0%	352	04	0.0%	30
25.0	Director, Affirmative Action/Equal Employment	04	33.3%	162	03		149
26.0	Chaplain	04		221	07	75.0%	14
27.0	Comptroller	05	66.7%	678	03		30
28.0	Director, Accounting	04	33.3%	380	03		46
29.0	Director, Internal Audit	03	0.0%	247	03	0.0%	28
30.0	Bursar	05	0.0%	270	05	0.0%	25
31.0	Director, Food Services	06	0.0%	309	06	0.0%	27
32.0	Chief Physical Plant/Facilities Management Officer	06	20.0%	1,041	05		58
33.0	Director, Student Activities	04	33.3%	504	03		74
34.0	Director, Purchasing	07		602	08	14.3%	42
35.0	Director, Bookstore	07	16.7%	741	06		45
36.0	Director, Campus Security	05	0.0%	620	05	0.0%	80
37.0	Director, Information Systems	04	100.0%	163	02		8
38.0	Director, News Bureau	04	100.0%	226	02		7
39.0	Director, Auxiliary Services	06	0.0%	262	06	0.0%	22
40.0	Director, Admissions	05	0.0%	758	05	0.0%	62
41.0	Director, Foreign Students	05	0.0%	158	05	0.0%	32
43.0	Director, Student Financial Aid	05	0.0%	969	05	0.0%	159
44.0	Director, Student Placement	05	0.0%	699	05	0.0%	70
45.0	Director, Student Counseling	05	25.0%	666	04		75
46.0	Director, Student Union	06	0.0%	298	06	0.0%	30
47.0	Director, Student Health Services (Physician Administrator)	06		247	10	66.7%	22
48.0	Director, Student Health Services (Nurse Administrator)	06	20.0%	417	05		32
49.0	Director, Student Housing	04	100.0%	510	02		38
50.0	Director, Athletics	05	25.0%	680	04		41
53.0	Director, Campus Recreation/Intramurals	05	25.0%	266	04		28
54.0	Director, Alumni Affairs	03		547	04	33.3%	25
55.0	Director, Information Office	04	0.0%	317	04	0.0%	11
56.0	Director, Community Services	04	0.0%	214	04	0.0%	22
58.0	Director, Publications	04		280	06	50.0%	7
62.0	Director, Personnel and Affirmative Action	04	33.3%	173	03		36
65.0	Director, Development and Alumni Affairs	03		61	06	100.0%	5
66.0	Director, Admissions and Registrar	06	20.0%	141	05		13
68.0	Dean, Agriculture	05	66.7%	65	03		8
69.0	Dean, Arts and Letters	05		78	06	20.0%	9
70.0	Dean, Arts and Sciences	04	100.0%	297	02		18
71.0	Dean, Business	04	0.0%	470	04	0.0%	26
73.0	Dean, Continuing Education	05	25.0%	428	04		32
75.0	Dean, Education	05	66.7%	302	03		38
76.0	Dean, Engineering	05	150.0%	193	02		11
79.0	Dean, Fine Arts	05	66.7%	155	03		10
80.0	Dean, Graduate Programs	05		288	06	20.0%	18
81.0	Dean, Health Related Professions	05	66.7%	143	03		17
82.0	Dean, Home Economics	06		59	10	66.7%	5
83.0	Dean, Humanities	05	400.0%	163	01		8
87.0	Dean, Mathematics	05	0.0%	82	05	0.0%	17
89.0	Dean, Music	05		62	14	180.0%	7
90.0	Dean, Nursing	04	33.3%	232	03		28
91.0	Dean, Occupation Studies/Vocational Education/Technology	05	0.0%	177	05	0.0%	19
94.0	Dean, Sciences	06	20.0%	202	05		17
95.0	Dean, Social Sciences	05	0.0%	165	05	0.0%	25
96.0	Dean, Social Work	04	33.3%	48	03		17
97.0	Dean, Special Programs	04	0.0%	61	04	0.0%	20

Table 81
YEARS OF SERVICE MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
2.0	Chief Executive Officer, Single Institution	06	20.0%	1,095	05		90
3.0	Executive Vice President	05	0.0%	278	05	0.0%	17
4.0	Chief Academic Officer	04	33.3%	993	03		147
5.0	Chief Business Officer	06	50.0%	1,145	04		83
6.0	Chief Student Affairs Officer	06	100.0%	965	03		207
7.0	Chief Development Officer	03	50.0%	535	02		104
8.0	Chief Public Relations Officer	05	66.7%	392	03		253
9.0	Chief Planning Officer	04	33.3%	166	03		46
10.0	Chief Personnel/Human Resources Officer	06	100.0%	392	03		217
11.0	Chief Health Professions Officer	06	50.0%	62	04		22
12.0	Chief Budgeting Officer	06	100.0%	307	03		60
13.0	Director, Legal Services	06	100.0%	124	03		28
14.0	Registrar	07	40.0%	617	05		405
15.0	Director, Church Relations	03		72	04	33.3%	10
16.0	Director, Learning Resources Center	07	40.0%	281	05		182
17.0	Director, Library Services	09	50.0%	627	06		401
18.0	Director, Computer Center	04	33.3%	716	03		70
19.0	Director, Computer Center Operations/Academic	03	50.0%	198	02		28
20.0	Director, Computer Center Operations/Administrative	03	0.0%	204	03	0.0%	53
21.0	Director, Educational Media Services	06	50.0%	367	04		75
22.0	Director, Institutional Research	05	66.7%	301	03		148
23.0	Director, Special and Deferred Gifts	03	0.0%	160	03	0.0%	47
24.0	Administrator, Grants and Contracts	05	66.7%	269	03		115
25.0	Director, Affirmative Action/Equal Employment	04	33.3%	121	03		189
26.0	Chaplain	04	100.0%	219	02		18
27.0	Comptroller	05	0.0%	593	05	0.0%	121
28.0	Director, Accounting	04	33.3%	281	03		147
29.0	Director, Internal Audit	04	33.3%	223	03		54
30.0	Bursar	07	75.0%	166	04		131
31.0	Director, Food Services	06	50.0%	229	04		108
32.0	Chief Physical Plant/Facilities Management Officer	06	50.0%	1,094	04		16
33.0	Director, Student Activities	04	33.3%	370	03		210
34.0	Director, Purchasing	07	75.0%	489	04		157
35.0	Director, Bookstore	08	60.0%	409	05		381
36.0	Director, Campus Security	05	66.7%	684	03		17
37.0	Director, Information Systems	04	33.3%	139	03		31
38.0	Director, News Bureau	04	33.3%	123	03		111
39.0	Director, Auxiliary Services	06	50.0%	246	04		38
40.0	Director, Admissions	05	66.7%	641	03		185
41.0	Director, Foreign Students	06	50.0%	114	04		77
42.0	Director, International Studies Education	05	66.7%	75	03		32
43.0	Director, Student Financial Aid	06	50.0%	719	04		419
44.0	Director, Student Placement	06	50.0%	421	04		353
45.0	Director, Student Counseling	06	50.0%	496	04		246
46.0	Director, Student Union	07	133.3%	258	03		71
47.0	Director, Student Health Services (Physician Administrator)	07	16.7%	213	06		57
48.0	Director, Student Health Services (Nurse Administrator)	02		7	06	200.0%	447
49.0	Director, Student Housing	04	33.3%	347	03		207
50.0	Director, Athletics	06	200.0%	685	02		42
52.0	Director, Athletics/Women	04		8	05	25.0%	163
53.0	Director, Campus Recreation/Intramurals	06	100.0%	237	03		60
54.0	Director, Alumni Affairs	03	0.0%	320	03	0.0%	255
55.0	Director, Information Office	05	66.7%	189	03		139
56.0	Director, Community Services	05	25.0%	140	04		99
58.0	Director, Publications	05	66.7%	145	03		142
59.0	Director, Risk Management and Insurance	06	50.0%	69	04		15
60.0	Chief Planning and Budget Officer	04	0.0%	63	04	0.0%	9
61.0	Chief Development and Public Relations Officer	04	33.3%	126	03		28
62.0	Director, Personnel and Affirmative Action	04	0.0%	116	04	0.0%	94
63.0	Director, Admissions and Financial Aid	04	100.0%	93	02		17
64.0	Director, Housing and Food Services	07	75.0%	29	04		6
65.0	Director, Development and Alumni Affairs	03	50.0%	53	02		14
66.0	Director, Admissions and Registrar	06	20.0%	123	05		31
69.0	Dean, Arts and Letters	05		74	06	20.0%	13
70.0	Dean, Arts and Sciences	04	33.3%	280	03		37
71.0	Dean, Business	04	0.0%	442	04	0.0%	54
72.0	Dean, Communications	05	25.0%	59	04		11
73.0	Dean, Continuing Education	05	66.7%	367	03		93
75.0	Dean, Education	05	25.0%	276	04		64
79.0	Dean, Fine Arts	05	66.7%	145	03		20
80.0	Dean, Graduate Programs	05	66.7%	264	03		44
81.0	Dean, Health Related Professions	05	25.0%	88	04		73
82.0	Dean, Home Economics	07	16.7%	13	06		51
83.0	Dean, Humanities	06	20.0%	135	05		37
84.0	Dean, Instruction	04	33.3%	30	03		7
85.0	Dean, Law	04	300.0%	113	01		6
86.0	Dean, Library and Information Sciences	08	60.0%	41	05		14
87.0	Dean, Mathematics	06	200.0%	81	02		18
89.0	Dean, Music	06		64	08	33.3%	5
90.0	Dean, Nursing	04	0.0%	7	04	0.0%	253
91.0	Dean, Occupation Studies/Vocational Education/Technology	05	150.0%	182	02		14
94.0	Dean, Sciences	07	40.0%	194	05		26
95.0	Dean, Social Sciences	05	25.0%	156	04		35
96.0	Dean, Social Work	05	66.7%	44	03		21
97.0	Dean, Special Programs	04	33.3%	53	03		28
98.0	Dean, Undergraduate Programs	05	25.0%	57	04		12

Table 82

SUMMARY OF ALL REPORTED SALARIES BY INSTITUTIONAL TYPE

POSITION TITLE: Chief Executive Officer of a Single Institution (President/Chancellor). **POSITION CODE:** 02.0. **POSITION DESCRIPTION:** The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$58,101	$48,704	$69,780	1319
Public Institutions	$57,960	$50,295	$67,180	736
Private Institutions	$59,625	$46,265	$75,000	583
Private Independent Institutions	$65,000	$54,075	$83,000	309
Private Religious Institutions	$50,000	$41,870	$62,400	274
Theological Seminars	$46,000	$37,000	$50,225	30
Medical Schools or Centers	$90,375	$83,930	$120,000	25
Traditionally Black Institutions	$56,000	$48,120	$61,776	27
All Universities	$70,000	$61,500	$82,000	334
Public Universities	$68,511	$59,160	$75,000	227
Private Universities	$78,000	$65,500	$100,000	107
All Four-Year Colleges	$56,925	$47,175	$66,972	484
Public Four-Year Colleges	$57,960	$50,600	$63,500	104
Private Four-Year Colleges	$55,715	$46,000	$70,000	380
All Two-Year Colleges	$53,000	$45,705	$59,277	380
Public Two-Year Colleges	$53,295	$46,781	$59,675	340
Private Two-Year Colleges	$40,500	$33,333	$52,200	40

Table 83

SUMMARY OF ALL REPORTED SALARIES BY INSTITUTIONAL TYPE

POSITION TITLE: Chief Academic Officer (may also be titled Provost). **POSITION CODE:** 04.0. **POSITION DESCRIPTION:** The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$46,600	$38,129	$55,896	1347
Public Institutions	$48,700	$40,790	$57,600	774
Private Institutions	$42,000	$33,906	$52,636	573
Private Independent Institutions	$47,430	$38,500	$58,100	306
Private Religious Institutions	$37,000	$31,882	$44,890	267
Theological Seminars	$34,000	$25,452	$41,520	26
Medical Schools or Centers	$69,200	$63,000	$96,470	18
Traditionally Black Institutions	$43,353	$36,496	$50,734	30
All Universities	$58,500	$50,750	$68,228	370
Public Universities	$58,980	$51,500	$67,500	259
Private Universities	$57,770	$47,000	$71,000	111
All Four-Year Colleges	$42,000	$35,117	$50,000	477
Public Four-Year Colleges	$48,200	$41,730	$56,424	100
Private Four-Year Colleges	$40,002	$33,835	$48,500	377
All Two-Year Colleges	$41,840	$37,229	$48,700	391
Public Two-Year Colleges	$42,969	$38,581	$49,465	351
Private Two-Year Colleges	$31,000	$25,047	$35,000	40

Table 84

SUMMARY OF ALL REPORTED SALARIES BY INSTITUTIONAL TYPE

POSITION TITLE: Chief Business Officer. **POSITION CODE:** 05.0. **POSITION DESCRIPTION:** The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$43,500	$34,668	$53,393	1358
Public Institutions	$45,366	$36,732	$54,392	784
Private Institutions	$40,000	$31,320	$51,450	574
Private Independent Institutions	$45,000	$36,520	$58,000	294
Private Religious Institutions	$34,688	$29,000	$44,000	280
Theological Seminars	$34,095	$24,757	$38,568	27
Medical Schools or Centers	$62,146	$49,238	$80,060	19
Traditionally Black Institutions	$41,992	$35,055	$49,329	30
All Universities	$54,080	$47,500	$63,000	369
Public Universities	$54,000	$47,800	$61,800	255
Private Universities	$54,810	$45,000	$67,500	114
All Four-Year Colleges	$40,000	$32,000	$49,434	486
Public Four-Year Colleges	$44,600	$36,459	$52,200	106
Private Four-Year Colleges	$39,520	$31,320	$48,000	380
All Two-Year Colleges	$38,950	$33,516	$46,001	387
Public Two-Year Colleges	$40,000	$34,689	$46,746	352
Private Two-Year Colleges	$26,136	$22,000	$32,000	35

Table 85

SUMMARY OF ALL REPORTED SALARIES BY INSTITUTIONAL TYPE

POSITION TITLE: Chief Personnel/Human Resource Officer. **POSITION CODE:** 10.0. **POSITION DESCRIPTION:** The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

INSTITUTIONAL TYPE	MED	Q1	Q3	N
All Institutions	$33,450	$26,460	$42,017	671
Public Institutions	$35,766	$29,425	$43,730	443
Private Institutions	$29,000	$22,075	$36,250	228
Private Independent Institutions	$30,313	$23,460	$37,525	156
Private Religious Institutions	$27,000	$20,000	$34,300	72
Theological Seminars	$21,600	$18,750	$21,880	3
Medical Schools or Centers	$45,080	$39,384	$48,900	19
Traditionally Black Institutions	$27,894	$23,616	$32,076	17
All Universities	$36,250	$30,000	$46,300	315
Public Universities	$36,984	$30,054	$45,332	220
Private Universities	$35,000	$27,576	$50,000	95
All Four-Year Colleges	$26,892	$21,000	$33,350	178
Public Four-Year Colleges	$31,000	$25,700	$35,040	57
Private Four-Year Colleges	$25,830	$19,908	$31,500	121
All Two-Year Colleges	$35,278	$27,275	$41,727	131
Public Two-Year Colleges	$36,196	$28,759	$41,730	125
Private Two-Year Colleges	$22,000	$16,160	$26,500	6

APPENDIX A

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10
$153,000 - $153,999		1								
$150,000 - $150,999		3								
$143,000 - $143,999	2	1								
$140,000 - $140,999		2								
$137,000 - $137,999		3								
$132,000 - $132,999	1			1						
$131,000 - $131,999		2								
$130,000 - $130,999		3								
$128,000 - $128,999		1								
$127,000 - $127,999	1		1							
$126,000 - $126,999		1								
$125,000 - $125,999		4								
$124,000 - $124,999		1								
$122,000 - $122,999			1							
$121,000 - $121,999	1	2								
$120,000 - $120,999	1	2			1					
$118,000 - $118,999		1								
$117,000 - $117,999		1								
$116,000 - $116,999		1								
$115,000 - $115,999	2	2								
$114,000 - $114,999				1	1					
$112,000 - $112,999		1	1	1						
$111,000 - $111,999			1							
$110,000 - $110,999		6	1							
$107,000 - $107,999		2								
$105,000 - $105,999		2		2						
$104,000 - $104,999				1					1	
$103,000 - $103,999		1								
$102,000 - $102,999		1	1							
$101,000 - $101,999	1	2								
$100,000 - $100,999	3	3	1	2			1			
$99,000 - $99,999		3	1	1						
$98,000 - $98,999	1	1		2		1				
$97,000 - $97,999	1	1	1		1		1			
$96,000 - $96,999	1		1	1				1		
$95,000 - $95,999	1	6								
$94,000 - $94,999		3	3		1					
$93,000 - $93,999		1		1			2			
$92,000 - $92,999	3	4	3	4	3					
$91,000 - $91,999		4		2					1	
$90,000 - $90,999		13	1		1		1			
$89,000 - $89,999	1	10		1						
$88,000 - $88,999	1	3		4	2					
$87,000 - $87,999	3	4			1				1	
$86,000 - $86,999	3	7	1	1			2			
$85,000 - $85,999	2	19		2	3		1	2		
$84,000 - $84,999	6	11	2	5	2		1			
$83,000 - $83,999	1	7		2	1			1		
$82,000 - $82,999	1	7	1	3	1		1			
$81,000 - $81,999		7	2	3	3		1			1
$80,000 - $80,999	5	11	1	5	5		1	2		
$79,000 - $79,999		7	2	1	1					
$78,000 - $78,999	3	15	1	1		1	2			
$77,000 - $77,999	2	12		3	2		2		1	
$76,000 - $76,999	5	14	3	5	2	1				
$75,000 - $75,999	4	19		8	7	2	2		1	1
$74,000 - $74,999	2	9	2	3	3	1				
$73,000 - $73,999		10	3	4	5		4		1	
$72,000 - $72,999	3	23	3	5	3	3	4		1	2
$71,000 - $71,999	3	11	5	12	5	1	1	1	1	
$70,000 - $70,999	5	38	5	10	7	4	4	1		1
$69,000 - $69,999	4	14	4	10	3	2	1			
$68,000 - $68,999	4	20	2	11	5	3	4	2		1
$67,000 - $67,999	2	22	2	9	10	4	6		5	
$66,000 - $66,999	3	23	3	14	13	2	3	1	1	1
$65,000 - $65,999	7	41	6	16	15	1	3	1	2	2
$64,000 - $64,999	2	26	2	11	9	6	1	3		2
$63,000 - $63,999	3	18	3	21	19	6	6	5		4
$62,000 - $62,999	4	28	6	17	13	7	3	2	1	2
$61,000 - $61,999	1	27	7	11	16	8			1	2
$60,000 - $60,999	5	53	10	19	20	11	8	2	1	6
$59,000 - $59,999	3	31	5	19	17	9	4		2	2
$58,000 - $58,999	2	39	5	28	17	13	5	1	6	1
$57,000 - $57,999	3	32	5	26	19	10	10	2	2	1
$56,000 - $56,999	6	39	8	23	30	14	5	3	4	6
$55,000 - $55,999	3	39	7	38	29	16	9	5	4	7
$54,000 - $54,999	2	31	13	43	31	19	14	3	7	6
$53,000 - $53,999	3	40	10	24	24	16	4	5	6	3
$52,000 - $52,999	5	31	15	23	31	16	11	6	7	6
$51,000 - $51,999	1	42	6	31	29	16	8	4	2	6
$50,000 - $50,999	5	37	7	47	42	37	19	9	6	4
$49,000 - $49,999	3	17	5	30	26	27	11	5	7	4
$48,000 - $48,999	3	34	9	53	45	44	18	11	7	20
$47,000 - $47,999	2	30	7	38	31	24	24	10	2	4
$46,000 - $46,999		30	8	43	29	25	23	5	5	14
$45,000 - $45,999	3	46	9	31	40	39	22	13	8	19
$44,000 - $44,999		14	10	40	36	33	18	9	10	17
$43,000 - $43,999		16	8	30	39	34	23	13	9	11
$42,000 - $42,999	2	20	12	43	41	40	24	20	9	14
$41,000 - $41,999	2	18	11	33	28	37	19	15	12	10
$40,000 - $40,999		23	12	65	55	55	36	20	7	17
$39,000 - $39,999		20	9	38	26	36	26	9	9	21
$38,000 - $38,999		9	8	34	30	52	28	14	9	17
$37,000 - $37,999		13	5	37	41	44	18	15	6	22
$36,000 - $36,999		12	5	34	47	63	26	11	6	25
$35,000 - $35,999		12	4	43	41	52	40	19	7	29
$34,000 - $34,999		4	6	24	39	35	15	18	4	15
$33,000 - $33,999		6	4	29	41	36	22	15	3	24
$32,000 - $32,999		2	6	37	35	43	20	25	9	22
$31,000 - $31,999	1	5	7	17	28	42	21	16	6	27
$30,000 - $30,999	1	4	4	25	30	40	22	29	10	37
$29,000 - $29,999		3	2	12	22	36	20	22	5	16
$28,000 - $28,999		1	3	12	24	34	23	23	6	20
$27,000 - $27,999		4	4	11	14	37	29	24	2	19
$26,000 - $26,999	1	2	4	13	22	25	14	30	4	23
$25,000 - $25,999		3		13	19	39	13	30	1	20
$24,000 - $24,999		1	1	7	17	22	14	26	4	16
$23,000 - $23,999			2	2	11	15	11	19	1	13
$22,000 - $22,999			1	2	15	20	4	33	5	20
$21,000 - $21,999					3	10	6	23	3	9
$20,000 - $20,999		2		3	11	16	8	31		16
$19,000 - $19,999					4	7		26	1	11
$18,000 - $18,999	1	2	1	5	3	7	6	29	1	12
$17,000 - $17,999				1	3	6		21	1	10
$16,000 - $16,999				1	5	7	6	22		5
$15,000 - $15,999						3		11	2	10
$14,000 - $14,999	1					2	2	14		1
$13,000 - $13,999					2	2		13		5
$12,000 - $12,999				1	1			8		3
$11,000 - $11,999		1				2	1	2		1
$10,000 - $10,999							1			4
less than $10,000		3	1	2	1	1	3	1	1	1
N	157	1,319	342	1,347	1,358	1,322	772	762	247	671
Mean Salary	$69,573	$60,873	$52,331	$48,099	$44,695	$39,184	$40,819	$31,135	$42,705	$34,719

Distribution of Salaries
All Institutions
Page 2

SALARY	11	12	13	14	15	16	17	18	19	20
$160,000 - $160,999	1									
$150,000 - $150,999	2									
$144,000 - $144,999	2									
$133,000 - $133,999	1									
$130,000 - $130,999	2									
$125,000 - $125,999	1									
$120,000 - $120,999			1							
$107,000 - $107,999			1							
$100,000 - $100,999	1									
$98,000 - $98,999	2									
$97,000 - $97,999	1									
$91,000 - $91,999	2									
$90,000 - $90,999	2									
$89,000 - $89,999	3									
$88,000 - $88,999	2								1	
$87,000 - $87,999	1									
$85,000 - $85,999							1			
$84,000 - $84,999	1									
$83,000 - $83,999			2				1			
$82,000 - $82,999	3		1							
$81,000 - $81,999	1		1							
$80,000 - $80,999	1		2							
$79,000 - $79,999	1									
$78,000 - $78,999	2								1	
$77,000 - $77,999		1						1		
$76,000 - $76,999	1						1			
$75,000 - $75,999	1	2					2			1
$74,000 - $74,999	1									
$73,000 - $73,999	1		2				3	1		
$72,000 - $72,999			1							
$71,000 - $71,999								2	1	
$70,000 - $70,999		1	3							1
$69,000 - $69,999	1	1	1					1		
$68,000 - $68,999			1				1	1		
$67,000 - $67,999	1		3			1	1		1	
$66,000 - $66,999	1	2	2				3	2		
$65,000 - $65,999				1			1	1		
$64,000 - $64,999	2	1	1				1	1		
$63,000 - $63,999	1	1	2	1		1	6	2	2	1
$62,000 - $62,999		3	3	1			2	3	1	
$61,000 - $61,999	1	2	1			2	2	2		1
$60,000 - $60,999	2	4	2			1	3	2	1	
$59,000 - $59,999	1	1	2	1			5	4	1	
$58,000 - $58,999		1	4			2	9	5	3	
$57,000 - $57,999	1	2	3			1	8	3	3	
$56,000 - $56,999		1	6	2			6	1	1	2
$55,000 - $55,999	1	4	5	1	1		9	10	2	1
$54,000 - $54,999		4	2				8	5	1	4
$53,000 - $53,999		2	3	1		1	10	6	2	1
$52,000 - $52,999	4	9	5	1		1	4	9		6
$51,000 - $51,999		4	3	4		2	11	9	3	2
$50,000 - $50,999	2	6	3	3		4	15	11	2	1
$49,000 - $49,999		5	1	2		3	19	8		3
$48,000 - $48,999	1	7	2	7		4	17	18	2	7
$47,000 - $47,999		3	5	3		4	9	15	3	3
$46,000 - $46,999	1	7	7	4		2	12	20	4	3
$45,000 - $45,999		15	10	11		7	30	19	7	2
$44,000 - $44,999	1	17	6	10	1	7	13	26	6	5
$43,000 - $43,999	2	15	5	8		8	19	22	6	6
$42,000 - $42,999	3	13	9	19	1	13	32	18	5	6
$41,000 - $41,999	3	13	3	15	1	9	23	21	4	10
$40,000 - $40,999	2	14	6	13	1	9	27	27	9	8
$39,000 - $39,999		14	4	25	2	12	28	21	10	9
$38,000 - $38,999	2	18	5	31		14	22	32	7	7
$37,000 - $37,999		19	3	33	1	17	35	30	11	12
$36,000 - $36,999	1	14	6	36	2	14	32	35	4	10
$35,000 - $35,999	3	19	6	23	3	20	43	32	11	9
$34,000 - $34,999	2	13	2	49	2	23	33	31	10	11
$33,000 - $33,999	3	15	5	35	1	11	38	30	9	8
$32,000 - $32,999	1	17	4	36	2	18	39	31	18	12
$31,000 - $31,999	2	16	4	37	7	16	39	32	12	14
$30,000 - $30,999		17	1	46	2	24	52	35	12	10
$29,000 - $29,999	3	10		39	6	15	35	30	5	11
$28,000 - $28,999	1	6	3	44	2	15	30	24	12	12
$27,000 - $27,999	1	14		67	8	28	34	27	8	11
$26,000 - $26,999		9		51	3	20	36	27	11	9
$25,000 - $25,999	1	8		49	5	15	33	27	16	11
$24,000 - $24,999	1	5		45	1	22	42	31	8	6
$23,000 - $23,999		1	4	49	3	17	44	19	10	12
$22,000 - $22,999	1	4	2	39	3	28	31	25	11	6
$21,000 - $21,999		3		44	6	23	51	24	9	3
$20,000 - $20,999		4	1	38	7	16	32	14	10	4
$19,000 - $19,999	1	1		34	2	12	21	9	3	6
$18,000 - $18,999		2	1	40	6	11	27	9	8	6
$17,000 - $17,999		1		30	1	9	19	5	4	7
$16,000 - $16,999	1	2		24	4	8	17	9	2	4
$15,000 - $15,999	1	1	1	29	2	10	6	6		6
$14,000 - $14,999				20	3	5	8	1	1	1
$13,000 - $13,999				11	2		2	1		3
$12,000 - $12,999		1		4	2	3	3	1		1
$11,000 - $11,999				5		2		1		1
$10,000 - $10,999				1	1	1	1	2		1
less than $10,000		1		4	2	2	3			1
N	92	396	172	1,126	96	513	1,150	877	294	298
Mean Salary	$63,686	$38,499	$47,877	$28,443	$25,376	$30,432	$33,695	$35,313	$33,793	$33,030

Distribution of Salaries
All Institutions
Page 3

SALARY	21	22	23	24	25	26	27	28	29	30
$121,000 - $121,999		1								
$100,000 - $100,999		1								
$90,000 - $90,999							1			
$83,000 - $83,999							1			1
$82,000 - $82,999				1						
$74,000 - $74,999							1			
$73,000 - $73,999							1		1	
$72,000 - $72,999		2		1						
$71,000 - $71,999							2			
$70,000 - $70,999		1					2			
$69,000 - $69,999		1								
$68,000 - $68,999				1			1			
$67,000 - $67,999						1				
$66,000 - $66,999					1		1			
$65,000 - $65,999							2			1
$64,000 - $64,999	1						2	1		
$63,000 - $63,999		3		3			2			
$62,000 - $62,999				3			5			1
$61,000 - $61,999			1	1	1		1			
$60,000 - $60,999		1	1	2			2	1	1	
$59,000 - $59,999		4		2			1	1		1
$58,000 - $58,999	3	1		2			2	2	2	
$57,000 - $57,999		1	1	1	1		3			
$56,000 - $56,999			1	4			5			
$55,000 - $55,999		2	1	4	1		5	1	2	1
$54,000 - $54,999		2	2	7	2		3	1	5	
$53,000 - $53,999	2	3		4	2	1	5	2	1	
$52,000 - $52,999				4	4		8		1	
$51,000 - $51,999	1	4		3			7		1	
$50,000 - $50,999	2	7	1	2	2		8		2	
$49,000 - $49,999	4	3	2	5	4		10	3	3	
$48,000 - $48,999		9	4	10	3		14	1	2	2
$47,000 - $47,999	3	8	3	4	4		5		2	
$46,000 - $46,999	7	4	2	14	1		18	3	3	
$45,000 - $45,999	1	13	4	13	7	1	13	6	5	8
$44,000 - $44,999	5	7	2	11	2		14	7	5	3
$43,000 - $43,999	3	12	4	10	8	2	14	7	5	
$42,000 - $42,999	4	8	2	15	8		23	6	7	1
$41,000 - $41,999	11	6	2	8	9	2	25	8	7	5
$40,000 - $40,999	5	21	9	11	10	1	30	9	9	7
$39,000 - $39,999	5	9	4	13	11	2	26	10	9	8
$38,000 - $38,999	7	19	6	9	8	3	32	9	5	5
$37,000 - $37,999	12	14	3	11	13	6	27	15	5	1
$36,000 - $36,999	14	20	6	14	9	2	38	6	8	5
$35,000 - $35,999	15	17	12	12	13	3	27	15	15	7
$34,000 - $34,999	10	22	5	15	12	10	36	17	15	8
$33,000 - $33,999	14	29	9	11	17	4	25	18	14	8
$32,000 - $32,999	9	17	11	13	20	3	23	17	22	14
$31,000 - $31,999	22	15	6	19	19	6	26	14	12	10
$30,000 - $30,999	16	28	17	15	17	8	36	23	13	16
$29,000 - $29,999	17	17	12	10	20	7	29	16	9	9
$28,000 - $28,999	18	13	11	13	12	5	28	14	15	14
$27,000 - $27,999	18	30	15	12	18	10	23	20	14	12
$26,000 - $26,999	18	22	7	15	14	16	19	23	17	13
$25,000 - $25,999	14	18	13	21	9	13	32	18	10	9
$24,000 - $24,999	20	10	11	13	12	18	22	23	12	8
$23,000 - $23,999	29	14	8	15	10	12	24	21	10	20
$22,000 - $22,999	23	13	5	8	7	14	15	14	10	15
$21,000 - $21,999	22	7	12	15	6	16	20	20	8	15
$20,000 - $20,999	23	16	4	9	5	13	10	20	6	16
$19,000 - $19,999	18	7	8	9	7	9	13	18	7	15
$18,000 - $18,999	24	8	12	9	3	5	13	12	3	11
$17,000 - $17,999	14	6	4	6	2	10	6	16	5	11
$16,000 - $16,999	12	5	5	4	2	10	6	19	1	9
$15,000 - $15,999	12	3	2	4	2	13	6	10	1	15
$14,000 - $14,999	14	2	1	1	1	6	6	11	2	11
$13,000 - $13,999	5	3		2		5	3	4	2	3
$12,000 - $12,999	5		2	1	1	5	1	6	2	3
$11,000 - $11,999	2	2	1	1		4		2	1	
$10,000 - $10,999	2					3				2
less than $10,000	2	3				18		1		5
N	488	514	254	446	340	267	809	491	317	329
Mean Salary	$27,453	$33,672	$30,444	$34,859	$33,012	$23,228	$35,055	$28,375	$32,298	$26,777

Distribution of Salaries
All Institutions
Page 4

SALARY	31	32	33	34	35	36	37	38	39	40
$82,000 - $82,999		1								
$80,000 - $80,999		1								
$77,000 - $77,999		1								
$75,000 - $75,999										1
$73,000 - $73,999		1								
$72,000 - $72,999		1								
$71,000 - $71,999		1								1
$70,000 - $70,999		1								
$69,000 - $69,999		1								
$68,000 - $68,999							1	1	1	
$67,000 - $67,999		1								
$66,000 - $66,999							2			
$65,000 - $65,999		1								
$64,000 - $64,999		3							1	
$63,000 - $63,999		4					1		1	
$62,000 - $62,999		2		1		1	1			
$61,000 - $61,999		1					1		1	
$60,000 - $60,999		2					2			2
$59,000 - $59,999		2				1			1	1
$58,000 - $58,999		6	1						1	1
$57,000 - $57,999		6			1		4			
$56,000 - $56,999	1	4		1			2			2
$55,000 - $55,999	1	7	1	1			1	1	1	2
$54,000 - $54,999		9					3		3	2
$53,000 - $53,999	2	5				1	3		3	2
$52,000 - $52,999	1	6	2	1		3	5		3	3
$51,000 - $51,999	2	15	2	1		1			2	2
$50,000 - $50,999	1	12		3		5	5	3	1	6
$49,000 - $49,999		10	1	4		2	6		4	6
$48,000 - $48,999	3	10	2	3		5	2		6	3
$47,000 - $47,999	2	15	2	3			4		3	5
$46,000 - $46,999	2	20	4	3	1	3	5	2	10	8
$45,000 - $45,999		19	6	6	1	3	4		4	13
$44,000 - $44,999	4	24	5	2	2	10	8		10	7
$43,000 - $43,999	2	18	3	9	3	6	3	1	8	12
$42,000 - $42,999	4	26	7	9	3	7	8	1	11	21
$41,000 - $41,999	4	36	5	8	2	7	10	2	7	22
$40,000 - $40,999	10	36	7	13	7	9	3		12	26
$39,000 - $39,999	5	25	11	5	5	5	4	2	8	20
$38,000 - $38,999	7	31	13	14	4	11	8	3	13	22
$37,000 - $37,999	10	37	12	13	6	15	7	2	10	20
$36,000 - $36,999	6	37	11	21	8	14	8	3	12	28
$35,000 - $35,999	9	40	9	11	7	21	8	6	7	42
$34,000 - $34,999	14	38	8	23	6	12	2	4	10	37
$33,000 - $33,999	14	48	15	35	10	22	4	7	12	45
$32,000 - $32,999	17	38	17	21	14	14	10	7	13	43
$31,000 - $31,999	8	43	24	32	18	20	6	2	9	34
$30,000 - $30,999	17	52	18	18	26	24	1	7	9	45
$29,000 - $29,999	20	36	19	28	30	32	2	11	11	40
$28,000 - $28,999	15	39	22	34	22	26	9	9	11	48
$27,000 - $27,999	18	47	21	31	25	36	5	16	10	38
$26,000 - $26,999	17	39	39	32	24	23	2	9	10	39
$25,000 - $25,999	10	48	39	29	28	41	5	9	9	44
$24,000 - $24,999	17	43	30	28	35	49	6	11	15	34
$23,000 - $23,999	7	39	20	29	19	28	2	13	10	36
$22,000 - $22,999	15	38	24	31	35	41	1	13	6	33
$21,000 - $21,999	11	38	32	31	39	31	4	14	10	34
$20,000 - $20,999	15	29	35	28	48	32	3	16	8	23
$19,000 - $19,999	9	24	33	17	42	24	3	19	3	20
$18,000 - $18,999	13	18	37	15	49	39	2	18	3	12
$17,000 - $17,999	17	14	32	20	39	29	1	15	3	15
$16,000 - $16,999	12	25	29	24	48	28		10	6	9
$15,000 - $15,999	13	12	23	13	52	28	1	13	3	13
$14,000 - $14,999	4	7	24	14	42	14	1	3	1	8
$13,000 - $13,999	7	8	18	16	43	19	2	6	2	7
$12,000 - $12,999	4	3	7	13	43	16	1	6		3
$11,000 - $11,999	1	2	6	8	33	9		2		2
$10,000 - $10,999	2	2	4	4	30	9			1	5
less than $10,000	2		4	4	18	9	1		1	2
N	375	1,208	684	710	868	785	193	267	320	949
Mean Salary	$27,832	$33,113	$25,386	$27,374	$21,113	$25,757	$38,001	$24,438	$33,900	$30,664

Distribution of Salaries
All Institutions
Page 5

SALARY	41	42	43	44	45	46	47	48	49	50
$106,000 - $106,999							1			
$104,000 - $104,999										1
$100,000 - $100,999										1
$98,000 - $98,999							1			
$85,000 - $85,999							1			1
$83,000 - $83,999							2			
$80,000 - $80,999							3			1
$79,000 - $79,999							2			
$78,000 - $78,999							2			
$76,000 - $76,999							1			1
$75,000 - $75,999							2			1
$74,000 - $74,999										1
$73,000 - $73,999							4			2
$72,000 - $72,999							3			1
$71,000 - $71,999							1			
$70,000 - $70,999		1					2			1
$69,000 - $69,999		2			1		3			1
$68,000 - $68,999		1					8			
$67,000 - $67,999							5			2
$66,000 - $66,999							3			2
$65,000 - $65,999							8			2
$64,000 - $64,999			1		1		10			3
$63,000 - $63,999							8			5
$62,000 - $62,999							7			1
$61,000 - $61,999							6			3
$60,000 - $60,999		1				1	5			5
$59,000 - $59,999				1	1	1	6			4
$58,000 - $58,999		1					3			6
$57,000 - $57,999		1					7			4
$56,000 - $56,999			1		1		12			5
$55,000 - $55,999		2		1	3		16			9
$54,000 - $54,999		1					10		2	4
$53,000 - $53,999	1	2			2		7		1	3
$52,000 - $52,999		3	1		2	1	13	1	1	6
$51,000 - $51,999	1	3	2	1	3	1	8		1	8
$50,000 - $50,999		3	2		3		5		2	8
$49,000 - $49,999			1		2		5		1	15
$48,000 - $48,999	1		4		2	2	5		1	5
$47,000 - $47,999	1	3	5	3	8	1	9		3	10
$46,000 - $46,999	1	1	3	3	6	5	6		4	11
$45,000 - $45,999	2	2	4		4	4	4			19
$44,000 - $44,999		4	5	3	6	1	4		4	17
$43,000 - $43,999	3		11	2	11	3	5	1	2	17
$42,000 - $42,999	7	6	10	13	17	6	3	2	6	28
$41,000 - $41,999		2	9	8	8	3	2		4	26
$40,000 - $40,999	2	2	17	5	23	3	3		6	31
$39,000 - $39,999	2	4	20	13	13	7	2	2	5	21
$38,000 - $38,999	2	2	29	18	28	11	3	1	10	20
$37,000 - $37,999	3	1	24	17	30	7	2		12	34
$36,000 - $36,999	3	4	28	17	26	8	2	2	5	23
$35,000 - $35,999	8	5	24	10	35	11	5	3	13	29
$34,000 - $34,999	3	4	41	16	38	15	2	2	12	26
$33,000 - $33,999	2	3	43	22	29	14	4	4	21	25
$32,000 - $32,999	6	3	38	28	36	12	2	4	7	35
$31,000 - $31,999	9	1	48	34	33	16	1	6	14	31
$30,000 - $30,999	8	4	54	36	30	16	2	3	19	39
$29,000 - $29,999	8	5	60	38	45	12	1	6	16	26
$28,000 - $28,999	7	2	47	34	39	10		7	14	31
$27,000 - $27,999	3	6	48	33	43	19	1	16	34	26
$26,000 - $26,999	10	5	79	47	32	13	2	18	25	16
$25,000 - $25,999	12	3	57	40	31	20	5	15	20	16
$24,000 - $24,999	13	2	71	38	34	13	6	19	26	29
$23,000 - $23,999	11	3	44	48	22	15		31	21	15
$22,000 - $22,999	14	4	46	52	27	20	1	26	25	18
$21,000 - $21,999	13		41	40	22	18	6	29	33	19
$20,000 - $20,999	12	4	55	45	27	16	3	45	34	9
$19,000 - $19,999	12	3	47	36	22	12	2	40	32	11
$18,000 - $18,999	3	2	52	43	22	5	5	26	37	9
$17,000 - $17,999	11	5	48	33	17	7	4	44	40	10
$16,000 - $16,999	11	2	43	31	11	7	1	21	26	7
$15,000 - $15,999	1	2	27	18	10	8	1	29	31	11
$14,000 - $14,999	1	2	14	17	7	8	3	24	22	5
$13,000 - $13,999	2		17	8	5		2	17	22	3
$12,000 - $12,999	1		14	6	2	2	3	15	17	4
$11,000 - $11,999	1		4	2	2	2		11	6	1
$10,000 - $10,999	2		6		2	4	1	15	3	
less than $10,000	4	1	5	3	3		3	17	6	6
N	217	123	1,250	863	827	360	296	502	646	826
Mean Salary	$26,186	$34,926	$26,895	$26,086	$30,182	$28,310	$49,883	$20,096	$24,265	$35,615

Distribution of Salaries
All Institutions
Page 6

SALARY	51	52	53	54	55	56	57	58	59	60
$120,000 - $120,999							1			
$114,000 - $114,999							1			
$110,000 - $110,999							2			
$109,000 - $109,999							1			
$101,000 - $101,999							1			
$100,000 - $100,999							1			
$97,000 - $97,999							1			
$94,000 - $94,999							2			
$93,000 - $93,999							1			
$92,000 - $92,999							2			
$90,000 - $90,999							2			
$87,000 - $87,999							1			
$85,000 - $85,999							2			
$81,000 - $81,999	1						1			1
$80,000 - $80,999	1						1			
$78,000 - $78,999										1
$77,000 - $77,999							1			
$76,000 - $76,999							1			1
$75,000 - $75,999							3			
$73,000 - $73,999							1			1
$72,000 - $72,999							2			
$71,000 - $71,999										2
$70,000 - $70,999				1			3			1
$69,000 - $69,999							2			
$68,000 - $68,999										1
$67,000 - $67,999										2
$65,000 - $65,999							1			
$64,000 - $64,999	1			1			1			
$63,000 - $63,999				1						1
$62,000 - $62,999						1				2
$60,000 - $60,999				1		1	2			1
$59,000 - $59,999	1			1						2
$58,000 - $58,999	1									1
$57,000 - $57,999						1	1	1	1	1
$56,000 - $56,999				1	1	1	1			
$55,000 - $55,999				1		1				3
$54,000 - $54,999	1					2	1	1		3
$53,000 - $53,999				1	1	1				1
$52,000 - $52,999	1			1	4	2				
$51,000 - $51,999	2	1	1		1	5	1			
$50,000 - $50,999	1	1		1	1	1	1	2		2
$49,000 - $49,999				2	2	3			1	4
$48,000 - $48,999	1		2	2		1	1	2	1	2
$47,000 - $47,999	1	1	2	4	2	4		1	1	1
$46,000 - $46,999		2	1	6	1	2		3		3
$45,000 - $45,999	4			4	3	2	1	2	2	1
$44,000 - $44,999		1	1	5	4	4			4	1
$43,000 - $43,999	3	2	2	8	4	1		2		5
$42,000 - $42,999	2	2		7	4	7	1	2	1	1
$41,000 - $41,999	4	1		4	4	2		2	6	5
$40,000 - $40,999	7	2	4	7	3	4		4	9	
$39,000 - $39,999	4	5	1	6	3	6		2	2	2
$38,000 - $38,999				7	9	5		2	7	4
$37,000 - $37,999	3	10	3	2	4	13		5		1
$36,000 - $36,999	3	7	5	10	9	11	1	7	3	1
$35,000 - $35,999	5	4	10	11	17	12		5	4	6
$34,000 - $34,999	3	7	6	10	16	7		3	1	2
$33,000 - $33,999	4	6	9	13	7	7		6	4	2
$32,000 - $32,999	7	13	20	17	7	7	1	12	3	1
$31,000 - $31,999	6	3	7	19	11	11		12	3	3
$30,000 - $30,999	3	9	8	25	14	15		20	4	1
$29,000 - $29,999	7	8	13	20	17	12		9	5	2
$28,000 - $28,999	2	8	15	19	17	8	1	12	2	
$27,000 - $27,999	1	9	7	32	19	10		15	10	
$26,000 - $26,999	4	4	12	40	15	19		16	4	1
$25,000 - $25,999		11	23	32	22	13		22	8	3
$24,000 - $24,999	3	5	20	43	18	13		18	4	
$23,000 - $23,999	1	8	15	30	14	9		23	2	
$22,000 - $22,999	1	11	12	37	22	5		19	1	1
$21,000 - $21,999	1	7	19	26	8	9		17	1	1
$20,000 - $20,999	1	6	19	42	13	8		20	1	
$19,000 - $19,999	2	8	18	31	18	5		11		1
$18,000 - $18,999		6	16	29	10	6		12		
$17,000 - $17,999	1	4	13	26	9	1		12	1	
$16,000 - $16,999		2	13	31	8	6	1	8		
$15,000 - $15,999		4	13	19	12	2		7		
$14,000 - $14,999		1	13	18	9	1		7		
$13,000 - $13,999		2	6	9	1	1		2		
$12,000 - $12,999	1	1	5	7	2	3		2		
$11,000 - $11,999		2	3	4	3	1				
$10,000 - $10,999			1	3				2		
less than $10,000		1	1	5	1			1		
N	95	185	339	682	370	272	49	331	96	82
Mean Salary	$36,581	$28,242	$24,705	$25,813	$27,873	$31,525	$74,394	$26,276	$33,522	$45,850

Distribution of Salaries
All Institutions
Page 7

SALARY	61	62	63	64	65	66	67	68	69	70
$112,000 - $112,999										1
$100,000 - $100,999	1									
$95,000 - $95,999	1									
$94,000 - $94,999					1					
$93,000 - $93,999	1								1	1
$90,000 - $90,999	1									
$89,000 - $89,999								1		1
$87,000 - $87,999	1									
$86,000 - $86,999	1									
$85,000 - $85,999										1
$83,000 - $83,999							1		1	
$82,000 - $82,999			1							
$81,000 - $81,999								1		1
$80,000 - $80,999	1							1		2
$79,000 - $79,999							1			2
$78,000 - $78,999										1
$77,000 - $77,999							1			3
$76,000 - $76,999	1						2	3		3
$75,000 - $75,999								2		
$74,000 - $74,999	1									3
$73,000 - $73,999										1
$72,000 - $72,999	1						1		1	2
$71,000 - $71,999								1	1	1
$70,000 - $70,999	1				2		1	2	1	1
$69,000 - $69,999	2	1						1		2
$68,000 - $68,999	2		1				1			2
$67,000 - $67,999	2				1			2	1	3
$66,000 - $66,999	1					1	4	2		2
$65,000 - $65,999	2						2	1	1	5
$64,000 - $64,999	2							3		6
$63,000 - $63,999	3		1				1	3		5
$62,000 - $62,999	2						1			3
$61,000 - $61,999	2						2	1	1	4
$60,000 - $60,999	2		1	1			3		1	7
$59,000 - $59,999							2	4	2	9
$58,000 - $58,999	3						2	2	1	9
$57,000 - $57,999	5		2		1			3	1	6
$56,000 - $56,999	3	1	1	1			2	2	3	10
$55,000 - $55,999	4	1	1			1	3	1		15
$54,000 - $54,999			1	1			4	4	1	9
$53,000 - $53,999	3		1	1	1		1	3	4	11
$52,000 - $52,999	4		1	1	2		4	2	3	13
$51,000 - $51,999	4	2	1			1	3	1	4	7
$50,000 - $50,999	5	4	1	1	2		1	5	2	19
$49,000 - $49,999	3	1		3		1	3	1	5	12
$48,000 - $48,999	4	3	3		1	1	2	3		11
$47,000 - $47,999	7	2		1	1	2	2	3	1	9
$46,000 - $46,999	2	6	2	1	1	4	1			15
$45,000 - $45,999	12	5	5	3		1	1		8	14
$44,000 - $44,999	6	1		1	2	5		2	4	6
$43,000 - $43,999	2	3	2		2	1		2	4	14
$42,000 - $42,999	3	3	6	3	4	3	2	2	3	12
$41,000 - $41,999	6	2	2		1	4	1	3	5	11
$40,000 - $40,999	4	5	3	2	3	6		2	2	10
$39,000 - $39,999	3	6	3		1	10	2	3	4	8
$38,000 - $38,999	2	5	3	2	2	18		2	2	6
$37,000 - $37,999	4	5	1	1	2	2		1	3	6
$36,000 - $36,999	5	10	5	2	3	6		1	2	7
$35,000 - $35,999	5	7	4	2	3	10		1	6	8
$34,000 - $34,999	2	4	7	1	1	8		2	6	8
$33,000 - $33,999	4	7	4	1	2	7			2	9
$32,000 - $32,999	2	12	2	2	1	4	1	2	2	6
$31,000 - $31,999	2	9	3		6	7			1	2
$30,000 - $30,999	13	10	9		3	9	1		2	5
$29,000 - $29,999	2	6	9	1	4	4			2	3
$28,000 - $28,999	4	9	6	1	3	11		1	1	4
$27,000 - $27,999	2	5	4	1	6	4			2	1
$26,000 - $26,999	7	8	4		4	5		2		
$25,000 - $25,999	2	12	5	2	3	6	1	1		3
$24,000 - $24,999	5	12	4		1	1		1		3
$23,000 - $23,999	4	7	2		1	8		2		2
$22,000 - $22,999		7	4	1	3	6		1	1	2
$21,000 - $21,999	2	4	2		2	1				
$20,000 - $20,999	3	14	4		2	2				
$19,000 - $19,999	2	13	2			1	1			
$18,000 - $18,999		7	1		1	1				
$17,000 - $17,999	4	5		2	1	1			1	
$16,000 - $16,999	1	4	1							
$15,000 - $15,999		2	1	1	1	1			1	
$14,000 - $14,999		2	1			1				
$13,000 - $13,999		1	1		1	1				
$12,000 - $12,999		1								
$11,000 - $11,999		2	1							
less than $10,000						1			1	
N	191	236	129	40	82	167	61	89	101	368
Mean Salary	$44,169	$30,323	$34,363	$38,904	$35,336	$33,581	$55,233	$51,855	$44,302	$49,346

Distribution of Salaries
All Institutions
Page 8

SALARY	71	72	73	74	75	76	77	78	79	80
$112,000 - $112,999	1									
$110,000 - $110,999					1					
$107,000 - $107,999	1									
$105,000 - $105,999	1									
$100,000 - $100,999				1						
$98,000 - $98,999	1									
$97,000 - $97,999	1									
$96,000 - $96,999						2				
$95,000 - $95,999		1		1						
$94,000 - $94,999				1						
$93,000 - $93,999				3	1					
$92,000 - $92,999						2				
$91,000 - $91,999				1						1
$90,000 - $90,999	2			2		1				3
$89,000 - $89,999						1				
$88,000 - $88,999	1					1				
$86,000 - $86,999				1		1			1	1
$85,000 - $85,999	1			6		1				
$84,000 - $84,999				1		1				
$83,000 - $83,999	1				1	2				
$82,000 - $82,999	1					1				
$81,000 - $81,999				1		1				
$80,000 - $80,999	2					1				
$79,000 - $79,999	1			1		4				1
$78,000 - $78,999	2					2			1	
$77,000 - $77,999	1	1		2		2				3
$76,000 - $76,999		1				2	1	1		1
$75,000 - $75,999	2		1	3	4	4				5
$74,000 - $74,999	5			5	1	2				3
$73,000 - $73,999	3	1		4		6		1		6
$72,000 - $72,999	5	1			1	3			1	1
$71,000 - $71,999	3			1	2	5		1	1	2
$70,000 - $70,999	8			4	2	2				1
$69,000 - $69,999	5	1			1	3				2
$68,000 - $68,999	5		1		1	7			1	1
$67,000 - $67,999	4			2	1	3				2
$66,000 - $66,999	6		1	1	1	3	1	1	1	3
$65,000 - $65,999	7		2	1	2	8	1		1	3
$64,000 - $64,999	2		1	1	6	2			3	2
$63,000 - $63,999	8	1	1		2	5			1	3
$62,000 - $62,999	7		3		4	4		1	1	5
$61,000 - $61,999	6	1	2		2	5	1	1	3	2
$60,000 - $60,999	9	1	2		5	6		2		13
$59,000 - $59,999	9		3		11	4			2	7
$58,000 - $58,999	13	2	2		9	4		5	2	8
$57,000 - $57,999	10		3		9	8		1	3	8
$56,000 - $56,999	10	3	4		11	8	1		5	6
$55,000 - $55,999	14	2	8		9	7			3	6
$54,000 - $54,999	14		4		12	6		3	3	5
$53,000 - $53,999	15	2	9		6	3		1	4	9
$52,000 - $52,999	13	4	5	1	5	8		3	3	13
$51,000 - $51,999	16		5		18	2	1	1	3	12
$50,000 - $50,999	17	2	12		9	4		2	6	15
$49,000 - $49,999	11	1	11		21	3		2	4	9
$48,000 - $48,999	21	5	16		18	10		2	7	17
$47,000 - $47,999	12	4	11		12	1			7	9
$46,000 - $46,999	11	1	9		23	2	2	1	8	5
$45,000 - $45,999	26	1	24		20	1	1	1	8	23
$44,000 - $44,999	9	1	9		9	5		1	4	19
$43,000 - $43,999	17	4	20	1	16	2		5	1	3
$42,000 - $42,999	17	2	16		12	4	1	2	9	12
$41,000 - $41,999	19	3	16	1	9	2		4	2	11
$40,000 - $40,999	17	2	14	1	16	1		3	11	10
$39,000 - $39,999	12	2	20		7	4	1		6	3
$38,000 - $38,999	21	3	16		7	4	1	4	6	11
$37,000 - $37,999	15	2	18		10	11	1	1	5	3
$36,000 - $36,999	17	2	25	1	8	4		2	5	11
$35,000 - $35,999	15	6	13		10	6		3	5	11
$34,000 - $34,999	21	5	18		11	7	1	3	7	4
$33,000 - $33,999	17	6	20		2	2	1	6	6	2
$32,000 - $32,999	13	4	20		5	4	1	1	4	3
$31,000 - $31,999	8	2	16		5	2	1		3	6
$30,000 - $30,999	12	3	18	1	4	3		1	4	4
$29,000 - $29,999	14	1	18		6	2			1	4
$28,000 - $28,999	8		10		3			1	6	5
$27,000 - $27,999	5	1	18	1	2		2	3	4	
$26,000 - $26,999	8		16		2	1		2	4	2
$25,000 - $25,999	8	1	16		5	1			2	3
$24,000 - $24,999	3	1	7		2		1			2
$23,000 - $23,999	2	1	12		5	1		4	1	2
$22,000 - $22,999	3		11		1				1	1
$21,000 - $21,999	3		11		3			1		
$20,000 - $20,999	1	2	1		1	2	2			1
$19,000 - $19,999	1		4		1	1		1	1	
$18,000 - $18,999	3	1	5						2	
$17,000 - $17,999		2	2		2					1
$16,000 - $16,999			2							
$15,000 - $15,999			1							1
$13,000 - $13,999			1							
$12,000 - $12,999	1		1							
$10,000 - $10,999			1							
less than $10,000	1					1				1
N	605	93	536	50	395	234	22	78	183	352
Mean Salary	$46,867	$42,788	$37,666	$73,688	$46,514	$55,276	$41,971	$43,218	$43,464	$48,853

Distribution of Salaries
All Institutions
Page 9

SALARY	81	82	83	84	85	86	87	88	89	90
$156,000 - $156,999								1		
$155,000 - $155,999								1		
$150,000 - $150,999								1		
$144,000 - $144,999								1		
$140,000 - $140,999								1		
$136,000 - $136,999								1		
$134,000 - $134,999								1		
$133,000 - $133,999								1		
$130,000 - $130,999								2		
$127,000 - $127,999								2		
$125,000 - $125,999								1		
$123,000 - $123,999								1		
$122,000 - $122,999								1		
$121,000 - $121,999								1		
$120,000 - $120,999					1			2		
$119,000 - $119,999								1		
$115,000 - $115,999								1		
$114,000 - $114,999								1		
$112,000 - $112,999								1		
$110,000 - $110,999								1		
$109,000 - $109,999					2			1		
$108,000 - $108,999					1			2		
$107,000 - $107,999					1					
$105,000 - $105,999					1			2		
$102,000 - $102,999								2		
$100,000 - $100,999					1					
$99,000 - $99,999								3		
$98,000 - $98,999					2			2		
$97,000 - $97,999					1					
$96,000 - $96,999								2		
$95,000 - $95,999					1			2		
$94,000 - $94,999					1					
$93,000 - $93,999								1		
$92,000 - $92,999					1			3		
$91,000 - $91,999					1					
$90,000 - $90,999			1		1			2		
$88,000 - $88,999					1					
$86,000 - $86,999					5			3		
$85,000 - $85,999					2					
$84,000 - $84,999					3			1		
$83,000 - $83,999					2			1		
$82,000 - $82,999					1		1	3		1
$81,000 - $81,999					3					
$80,000 - $80,999			1		2			2		
$79,000 - $79,999					4			1		
$78,000 - $78,999	1				4			2		
$77,000 - $77,999					2			1	1	
$76,000 - $76,999					9				2	1
$75,000 - $75,999			1		3			3		1
$74,000 - $74,999	1	1			2			1		2
$73,000 - $73,999	1		1		6				1	1
$72,000 - $72,999	1	1			7		2			2
$71,000 - $71,999		1			3			1		1
$70,000 - $70,999	1				9			1	1	1
$69,000 - $69,999	1		1		1	1				1
$68,000 - $68,999	1		1		1	1				2
$67,000 - $67,999	1	1			3			2		
$66,000 - $66,999		1	1		4	1	1	1	1	1
$65,000 - $65,999	1	1	1		3					3
$64,000 - $64,999		2			3	2			2	1
$63,000 - $63,999		3			5	1			2	4
$62,000 - $62,999	1	2			4	1				3
$61,000 - $61,999	2	1		1	2				1	4
$60,000 - $60,999	4	1	1		7	1			2	7
$59,000 - $59,999	1	1	1	1	2	2			2	2
$58,000 - $58,999	3	1	1			1			2	7
$57,000 - $57,999	2	2	1			2			1	1
$56,000 - $56,999	4		1		2		1		1	7
$55,000 - $55,999	4	1	2			2		1	2	5
$54,000 - $54,999	1	3	4		1	3	1			3
$53,000 - $53,999	5	2	2		1		1		1	9
$52,000 - $52,999	3	1	3	1	2	2	1	2	1	6
$51,000 - $51,999	5	1	3			1	4		1	1
$50,000 - $50,999	2	2	3			5	1		1	7
$49,000 - $49,999	3	2	1			2			2	7
$48,000 - $48,999	9	3	8	2		2	3		1	3
$47,000 - $47,999	5	1	7	3		4	1		1	6
$46,000 - $46,999	5	1	5	2		2	2		1	8
$45,000 - $45,999	6	3	5	5	1	4	1		3	8
$44,000 - $44,999	7	2	3	3		1	1		1	7
$43,000 - $43,999	6	4	5	7		3	7		3	3
$42,000 - $42,999	4		5	3	4	1	5		2	7
$41,000 - $41,999	10	1	4	2	2	3	5		4	15
$40,000 - $40,999	10	4	5	1		1	5		3	12
$39,000 - $39,999	6	1	9	3		4	1		2	10
$38,000 - $38,999	5	1	7	3		1	2		5	10
$37,000 - $37,999	6	2	11			1	7		2	11
$36,000 - $36,999	9	1	9	2		1	9		1	13
$35,000 - $35,999	4	2	6	1		1	7		1	10
$34,000 - $34,999	5	3	11		1		6		2	5
$33,000 - $33,999	3	2	8	3			4		1	9
$32,000 - $32,999	3		11	2		1	7		1	18
$31,000 - $31,999	6	1	2	2			3			3
$30,000 - $30,999	6	1	10			1	4		1	11
$29,000 - $29,999	3	4	7	3	1		4		1	7
$28,000 - $28,999	4	1	5		1		1		1	11
$27,000 - $27,999	6	1	4				3		1	5
$26,000 - $26,999	2		2				2		2	2
$25,000 - $25,999			5			1	1			8
$24,000 - $24,999	2	1	4	1			2		4	1
$23,000 - $23,999	1				1	1			1	
$22,000 - $22,999	1		6	2	1		2			1
$21,000 - $21,999	1		4				3		2	1
$20,000 - $20,999	1		3				3		2	
$19,000 - $19,999			1						1	
$18,000 - $18,999	1				1				1	2
$17,000 - $17,999	1						1			
$16,000 - $16,999			1						3	
$15,000 - $15,999			1							
$14,000 - $14,999	1		1				1			1
less than $10,000									1	
N	188	71	206	53	137	61	116	73	82	299
Mean Salary	$42,848	$47,575	$38,666	$40,580	$71,232	$48,385	$37,640	$100,224	$42,519	$43,111

Distribution of Salaries
All Institutions
Page 10

SALARY	91	92	93	94	95	96	97	98	99
$102,000 - $102,999			1						
$101,000 - $101,999				1					
$97,000 - $97,999		1	1						
$95,000 - $95,999			1						
$89,000 - $89,999				1					1
$88,000 - $88,999			1	1					
$87,000 - $87,999			1						
$84,000 - $84,999			1	1					
$83,000 - $83,999				1				2	
$82,000 - $82,999									1
$81,000 - $81,999				4	1				1
$79,000 - $79,999		1			1				
$78,000 - $78,999		1				1			2
$76,000 - $76,999		1		1					
$75,000 - $75,999			1	2	1	1			
$74,000 - $74,999		2			1	1			1
$73,000 - $73,999		1					1		
$72,000 - $72,999					1	1			1
$71,000 - $71,999		1		1	1				1
$70,000 - $70,999		1		2	1	1		1	1
$69,000 - $69,999		1			1			1	2
$68,000 - $68,999		3	1	3	1	1			1
$67,000 - $67,999		2				1			1
$66,000 - $66,999		3	1	2	1	2			2
$65,000 - $65,999	2	1		2		2		2	3
$64,000 - $64,999	2			1				1	1
$63,000 - $63,999		2		2		1		1	
$62,000 - $62,999		2		1	2	2			
$61,000 - $61,999	1	1		1	1	1	1		2
$60,000 - $60,999		2	1	5	1	6		1	
$59,000 - $59,999	1	3		2	2	2		1	1
$58,000 - $58,999	1	2		4		2	2		
$57,000 - $57,999		1	1	2	2		1	1	
$56,000 - $56,999	3			1	1			1	
$55,000 - $55,999	1	4				4		1	
$54,000 - $54,999	2	3		2		1	2	2	
$53,000 - $53,999	1	4	1	2	1	3		2	
$52,000 - $52,999	5	3		1	1	1	3	5	
$51,000 - $51,999	3	2		3	2	2		1	
$50,000 - $50,999	3	1		5	3	2		2	1
$49,000 - $49,999	5		1	9	3	4		2	
$48,000 - $48,999	4	1	1	6	7	3	2	4	
$47,000 - $47,999	11			5	4	1	2	2	
$46,000 - $46,999	7			7	1	1		3	
$45,000 - $45,999	6			7	4	1	2	3	
$44,000 - $44,999	7			6	9	2		2	
$43,000 - $43,999	6		1	6	7	2			
$42,000 - $42,999	9	1		11	4	1	3	2	
$41,000 - $41,999	13	1		5	9	1	3	4	
$40,000 - $40,999	6		1	19	12	2	2	3	
$39,000 - $39,999	8			11	8		2	5	
$38,000 - $38,999	16			11	15	1	5	2	
$37,000 - $37,999	14		1	11	11	3	1	3	
$36,000 - $36,999	13			13	9	2	2	2	
$35,000 - $35,999	10			11	11	1	3	3	
$34,000 - $34,999	10			5	9	1	5	4	
$33,000 - $33,999	10			2	4		7	2	
$32,000 - $32,999	11			13	8	1	4	1	
$31,000 - $31,999	5			7	8	1	3	2	
$30,000 - $30,999	8	1		3	3	3	3	1	
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$26,000 - $26,999	3			7	2	2	3	1	
$25,000 - $25,999	2			2	4		2		
$24,000 - $24,999	4			5	3		4		
$23,000 - $23,999	2			2	4	1		1	
$22,000 - $22,999	2			1	5	1			
$21,000 - $21,999	1			2	2		2		
$20,000 - $20,999				2	1		4	1	
$19,000 - $19,999	1				1		2		
$18,000 - $18,999							1		
$17,000 - $17,999					1				
$16,000 - $16,999		1					1		
$15,000 - $15,999					1		1		
$13,000 - $13,999				1					
$11,000 - $11,999					1				
less than $10,000							1		
N	233	54	19	256	218	75	94	81	24
Mean Salary	$39,361	$60,114	$63,756	$43,185	$38,971	$49,772	$34,509	$45,153	$67,816

APPENDIX B

Responding Institutions
All Institutions
Page 1

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Academy of the New Church	003228	4-yr	Pri-Rel		PA
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Rel		MI
Aiken Technical College	010056	Tech	Public		SC
Aims Community College	007582	2-yr	Public		CO
Alabama Agricultural and Mechanical University	001002	Univ	Public		AL
Alamo Community College District	990020	2-yr	Public	Office	TX
Albany College of Pharmacy	002885	Other	Pri-Ind		NY
Albany Junior College, University System of Georgia	001543	2-yr	Public	Campus	GA
Albany Medical College	002887	Med	Pri-Ind		NY
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Alcorn State University	002396	4-yr	Public		MS
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
Ambassador College	990042	4-yr	Pri-Ind		CA
American Academy of Dramatic Arts	007465	2-yr	Pri-Ind		NY
American College	029018	Other	Pri-Ind		PA
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American River College	009552	2-yr	Public	Campus	CA
American Technological University	011854	Univ	Pri-Ind		TX
American University	001434	Univ	Pri-Ind		DC
American University of Beirut, Lebanon	990041	Univ	Pri-Ind		
Amherst College	002115	4-yr	Pri-Ind		MA
Anderson College	001785	4-yr	Pri-Rel		IN
Anna Maria College	002117	Other	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Anson Technical College	007985	Tech	Public	Campus	NC
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Arapahoe Community College	001346	2-yr	Public		CO
Arecibo Technological University College	007228	4-yr	Public	Campus	PR
Arizona Board of Regents	990026	Other	Public	Office	AZ
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Pri-Ind		AR
Arkansas State University	001090	Univ	Public	Main	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public		GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assumption College	002118	4-yr	Pri-Rel		MA
Atlanta College of Art	001549	4-yr	Pri-Ind		GA
Atlanta Junior College	012165	2-yr	Public	Campus	GA
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Rel		IL
Austin Community College	002335	2-yr	Public		MN
Austin Community College	012015	2-yr	Public	Main	TX
Austin Peay State University	003478	Univ	Public	Campus	TN
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Baker University	001903	4-yr	Pri-Rel		KS
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Barat College	001635	4-yr	Pri-Ind		IL
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barrington College	003400	4-yr	Pri-Ind		RI
Barry University	001466	Univ	Pri-Ind		FL
Barstow College	001119	2-yr	Public		CA
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bates College	002036	4-yr	Pri-Ind		ME
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Bayamon Technological University College	990024	4-yr	Public	Campus	PR
Beaufort Technical College	009910	Tech	Public		SC
Beaver College	003235	4-yr	Pri-Ind		PA
Belhaven College	002397	4-yr	Pri-Rel		MS
Bellarmine College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue Community College	003769	2-yr	Public		WA
Belmont Abbey College	002910	4-yr	Pri-Rel		NC
Belmont Technical College	009941	Tech	Public		OH
Beloit College	003835	4-yr	Pri-Ind		WI
Bemidji State University	002336	Univ	Public	Main	MN
Benedictine College	010256	4-yr	Pri-Rel		KS

Responding Institutions
All Institutions
Page 2

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Bennett College	002911	4-yr	Pri-Rel		NC
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri-Ind		KY
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany College	003808	4-yr	Pri-Rel		WV
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethany Nazarene College	003149	4-yr	Pri-Rel		OK
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College	009058	Other	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Biola University	001122	Univ	Pri-Ind		CA
Birmingham-Southern College	001012	4-yr	Pri-Rel		AL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College, East	007538	2-yr	Public	Campus	IL
Black Hawk College, Quad-Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public	Campus	SD
Blackburn University	001639	4-yr	Pri-Ind		IL
Bladen Technical College	007987	2-yr	Public		NC
Bloomfield College	002597	4-yr	Pri-Ind		NJ
Bloomsburg University of Pennsylvania	003315	Univ	Public	Campus	PA
Blue Hills Regional Technical Institute	005523	Tech	Public		MA
Blue Mountain Community College	003186	2-yr	Public		OR
Blue Ridge Community College	006819	2-yr	Public	Campus	VA
Blue Ridge Technical College	009684	Tech	Public	Campus	NC
Bluefield State College	003809	4-yr	Public		WV
Bluffton College	003016	4-yr	Pri-Rel		OH
Board of Trustees of the Maryland State Universities and Colleges	990001	Other	Public	Office	MD
Boise State University	001616	Univ	Public		ID
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowie State College	002062	4-yr	Public		MD
Bowling Green State University	003018	Univ	Public		OH
Bowling Green State University, Firelands College	007856	2-yr	Public	Campus	OH
Bradford College	002132	4-yr	Pri-Ind		MA
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brescia College	001958	4-yr	Pri-Rel		KY
Brevard Community College	001470	2-yr	Public	Main	FL
Bridgeport Engineering Institute	001377	4-yr	Pri-Ind		CT
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public		MA
Brookdale Community College	008404	2-yr	Public		NJ
Broward Community College	001500	2-yr	Public		FL
Brunswick Junior College	011558	2-yr	Public	Campus	GA
Bryant College of Business Administration	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bucknell University	003238	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Butler University	001788	Univ	Pri-Ind		IN
Caldwell College	002598	4-yr	Pri-Rel		NJ
California College of Arts and Crafts	001127	4-yr	Pri-Ind		CA
California Institute of Integral Studies	012154	Other	Pri-Ind		CA
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Maritime Academy	001134	4-yr	Public		CA
California School of Professional Psychology, San Diego	011117	Med	Pri-Ind	Campus	CA
California State College, Bakersfield	007993	4-yr	Public	Main	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State Polytechnic University, San Luis Obispo	001143	Univ	Public	Main	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Campus	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California University of Pennsylvania	003316	Univ	Public	Campus	PA
Calvin College	002241	4-yr	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Canisius College	002681	4-yr	Pri-Ind		NY
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Carl Albert Junior College	003176	2-yr	Public		OK
Carleton College	002340	4-yr	Pri-Ind		MN
Carlow College	003303	4-yr	Pri-Rel		PA
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-yr	Pri-Ind		WI
Carthage College	003839	4-yr	Pri-Ind		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Castleton State College	003683	4-yr	Public	Campus	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Cathedral College of the Immaculate Conception	002682	4-yr	Pri-Rel		NY
Catholic Theological Union	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Rel		DC
Catholic University of Puerto Rico	003936	Univ	Pri-Rel	Office	PR
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedarville College	003025	4-yr	Pri-Rel		OH
Centenary College	002599	4-yr	Pri-Ind		NJ
Central Arizona College	007283	2-yr	Public	Office	AZ
Central College	001850	4-yr	Pri-Rel		IA
Central College	001908	2-yr	Pri-Ind		KS

Responding Institutions
All Institutions
Page 3

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Central Community College	029008	2-yr	Public	Office	NE
Central Connecticut State University	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central Ohio Technical College	011046	Tech	Public		OH
Central Virginia Community College	004988	2-yr	Public	Campus	VA
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Central Wyoming College	007289	2-yr	Public		WY
Centralia College	003772	2-yr	Public	Campus	WA
Centre College	001961	4-yr	Pri-Ind		KY
Chaminade University of Honolulu	001605	Univ	Pri-Ind	Campus	HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	2-yr	Public	Main	MD
Charles Stewart Mott Community College	002261	2-yr	Public		MI
Chatham College	003244	4-yr	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chesapeake College	004650	2-yr	Public		MD
Chestnut Hill College	003245	4-yr	Pri-Rel		PA
Chicago State University	001694	Univ	Public		IL
Chicago Theological Seminary	001661	Theol	Pri-Rel		IL
Chipola Junior College	001472	2-yr	Public		FL
Christ Seminary - Seminex	012459	Theol	Pri-Rel		IL
Christian Brothers College	003482	4-yr	Pri-Rel		TN
Christian Theological Seminary	001789	Theol	Pri-Rel		IN
Christopher Newport College	003706	4-yr	Public		VA
Cincinnati Technical College	010345	2-yr	Public		OH
Circleville Bible College	003030	4-yr	Pri-Rel		OH
Cisco Junior College	003553	2-yr	Public		TX
City Colleges of Chicago, Chicago City-Wide College	029050	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City University	990021	Univ	Pri-Ind		WA
City University of New York, Bernard M. Baruch College	004766	4-yr	Public	Campus	NY
City University of New York, Graduate School and University Center	004063	Other	Public	Campus	NY
City University of New York, LaGuardia Community College	010051	2-yr	Public	Campus	NY
City University of New York, Queens College	002690	4-yr	Public	Campus	NY
City University of New York, Queensborough Community College	002697	2-yr	Public	Campus	NY
City University of New York, System Office	002686	Univ	Public	Office	NY
Claremont University Center/Claremont Graduate School	001169	Other	Pri-Ind	Office	CA
Clarendon College	003554	2-yr	Public		TX
Clarion University of Pennsylvania	009235	Univ	Public	Campus	PA
Clark College	003773	2-yr	Public		WA
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson College of Technology	002699	4-yr	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public	Campus	GA
Cleveland State Community College	003999	2-yr	Public		TN
Cochise College	001072	2-yr	Public	Main	AZ
Cogswell Polytechnical College	001177	4-yr	Pri-Ind	Main	CA
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colby Community College	001911	2-yr	Public		KS
Colgate University	002701	4-yr	Pri-Ind		NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Dupage	006656	2-yr	Public		IL
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of New Rochelle	002704	4-yr	Pri-Ind		NY
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Scholastica	002343	4-yr	Pri-Rel		MN
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Canyons	008903	2-yr	Public		CA
College of the Holy Cross	002141	4-yr	Pri-Ind		MA
College of the Mainland	007096	2-yr	Pri-Ind		TX
College of the Redwoods	001185	2-yr	Public		CA
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado Northwestern Community College	001359	2-yr	Public	Main	CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia Christian College	003190	4-yr	Pri-Rel		OR
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia State Community College	003483	2-yr	Public		TN
Columbia Theological Seminary	001560	Theol	Pri-Rel		GA
Columbia University	007963	Univ	Pri-Ind		NY
Columbia University, Teachers College	003979	Univ	Pri-Ind		NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	Tech	Public		OH
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Philadelphia	003249	2-yr	Public		PA
Concord College	003810	4-yr	Public		WV
Concordia College	002247	4-yr	Pri-Rel		MI
Concordia College	002346	4-yr	Pri-Rel	Campus	MN
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia Lutheran College	003557	4-yr	Pri-Rel		TX
Concordia Teachers College	002541	4-yr	Pri-Rel		NE
Connecticut College	001379	4-yr	Pri-Ind		CT
Converse College	003431	4-yr	Pri-Ind		SC
Cooke County College	003558	2-yr	Public		TX
Coppin State College	002068	4-yr	Public		MD
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
Cornish Institute	012315	4-yr	Pri-Ind		WA
Corpus Christi State University	011161	Univ	Public	Campus	TX
Cosumnes River College	007536	2-yr	Public	Campus	CA
County College of Morris	007729	2-yr	Public		NJ
Cowley County Community College	001902	2-yr	Public		KS
Creighton University	002542	Univ	Pri-Rel		NE
Crowder College	002459	2-yr	Public		MO
Cumberland College	001962	4-yr	Pri-Rel		KY
Cumberland County College	002601	2-yr	Public		NJ
Cuyahoga Community College	008797	2-yr	Public	Office	OH
D'Youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public	Campus	VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas Baptist College	003560	4-yr	Pri-Rel		TX
Dalton Junior College	003956	2-yr	Public	Campus	GA
Danville Area Community College	001669	2-yr	Public		IL
Danville Community College	003758	2-yr	Public	Campus	VA
Dartmouth College	002573	4-yr	Pri-Ind		NH
David Lipscomb College	003486	4-yr	Pri-Rel		TN
Davis and Elkins College	003811	4-yr	Pri-Rel		WV
Daytona Beach Community College	001475	2-yr	Public		FL
De Anza College	004480	2-yr	Public	Campus	CA
DeKalb Community College, System Office	001562	2-yr	Public	Office	GA
DePaul University	001671	Univ	Pri-Ind		IL
DePauw University	001792	Univ	Pri-Rel		IN
DeSales School of Theology	012029	Theol	Pri-Rel	Campus	DC
Dean Junior College	002144	2-yr	Pri-Ind		MA
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware County Community College	007110	2-yr	Public		PA
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College	008074	2-yr	Public	Office	DE
Delaware Technical and Community College Stanton/Wilmington	011387	2-yr	Public	Campus	DE
Delaware Technical and Community College, Southern	007053	2-yr	Public	Campus	DE
Delaware Technical and Community College, Terry	011727	Tech	Public	Campus	DE
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Des Moines Area Community College	008735	2-yr	Public	Office	IA
Diablo Valley College	001191	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Pri-Ind		PA
Dixie College	003671	2-yr	Public		UT
Dominican College, Blauvelt	002713	4-yr	Pri-Ind		NY
Dominican House of Studies	012803	Theol	Pri-Rel		DC
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Drexel University	003256	Univ	Pri-Ind		PA
Drury College	002461	4-yr	Pri-Ind		MO
Dundalk Community College	009935	2-yr	Public		MD
Dutchess Community College	002864	2-yr	Public	Campus	NY
Dyersburg State Community College	006835	2-yr	Public		TN
East Carolina University	002923	Univ	Public	Campus	NC
East Central College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
East Texas State University, Texarkana	029269	Other	Public	Campus	TX
Eastern Arizona College	001073	2-yr	Public		AZ
Eastern Baptist Theological Seminary	003260	Theol	Pri-Ind		PA
Eastern College	003259	4-yr	Pri-Ind		PA
Eastern Illinois University	001674	Univ	Public		IL
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College and Seminary	003708	4-yr	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University	002651	Univ	Public	Main	NM
Eastern Oklahoma State College	003155	2-yr	Public		OK
Eastern Oregon State College	003193	4-yr	Public		OR
Eastern Shore Community College	003748	2-yr	Public		VA

Responding Institutions
All Institutions
Page 5

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Washington University	003775	4-yr	Public		WA
Eckerd College	001487	4-yr	Pri-Rel		FL
Eden Theological Seminary	002462	Theol	Pri-Rel		MO
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Univ	Public	Campus	PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
El Paso Community College	010387	2-yr	Public		TX
Electronic Data Processing College of Puerto Rico	029044	4-yr	Pri-Ind	Main	PR
Elizabethtown Community College	029207	2-yr	Public	Campus	KY
Ellsworth Community College	001862	2-yr	Public	Campus	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elms College	022140	4-yr	Pri-Ind		MA
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Emmanuel College	002147	4-yr	Pri-Rel		MA
Emory University	001564	Univ	Pri-Ind		GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	Univ	Public		KS
Endicott College	002148	2-yr	Pri-Ind		MA
Erskine College and Seminary	003432	4-yr	Pri-Rel		SC
Essex Community College	002070	2-yr	Public		MD
Evangel College of the Assemblies of God	002463	4-yr	Pri-Rel		MO
Evergreen State College	008155	4-yr	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fairleigh Dickinson University, Madison	004738	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, Rutherford	002604	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, System Office	008222	Univ	Pri-Ind	Office	NJ
Fairleigh Dickinson University, Teaneck-Hackensack	002607	Univ	Pri-Ind	Campus	NJ
Fairmont State College	003812	4-yr	Public		WV
Fayetteville Technical Institute	007640	Tech	Public		NC
Feather River College	008597	2-yr	Public	Campus	CA
Felician College	001680	2-yr	Pri-Rel		IL
Ferrum College	003711	4-yr	Pri-Rel		VA
Fielding Institute	029092	Other	Pri-Ind		CA
Findlay College	003045	4-yr	Pri-Rel		OH
Fitchburg State College	002184	4-yr	Public		MA
Five Towns College	012633	2-yr	Pri-Ind		NY
Florida Atlantic University	001481	Univ	Public	Campus	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	Univ	Public		FL
Florida Junior College at Jacksonville, Downtown	990013	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, Kent	990033	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, North	990014	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, South	990015	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, System Office	001484	2-yr	Public	Office	FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Ind		MO
Foothill College	001199	2-yr	Public	Campus	CA
Foothill-De Anza Community College	009020	2-yr	Public	Office	CA
Fordham University	002722	Univ	Pri-Ind		NY
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-yr	Public		CO
Fort Scott Community College	001916	2-yr	Public		KS
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Wayne Bible College	001797	4-yr	Pri-Ind		IN
Francis Marion College	009226	4-yr	Public		SC
Frank Phillips College	003568	2-yr	Public		TX
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin Pierce College	002575	4-yr	Pri-Ind		NH
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Fresno Pacific College	001253	4-yr	Pri-Ind		CA
Friends Bible College	001917	4-yr	Pri-Rel		KS
Friends University	001918	4-yr	Pri-Rel		KS
Fundacion Educativa Ana G. Mendez	029078	Univ	Pri-Ind	Office	PR
Furman University	003434	Univ	Pri-Rel		SC
Gainesville Junior College	001567	2-yr	Public		GA
Gallaudet College	001443	4-yr	Public		DC
Galveston College	006662	2-yr	Public		TX
Gannon University	003266	Univ	Pri-Rel		PA
Garrett Community College	010014	2-yr	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
General Theological Seminary	002726	Theol	Pri-Rel		NY
Genesee Community College	006782	2-yr	Public		NY
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Institute of Technology, Southern Technical Institute	001570	4-yr	Public		GA
Georgia Military College	001571	2-yr	Pri-Ind		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public	Campus	GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Germanna Community College	008660	2-yr	Public		VA
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Goddard College	003686	4-yr	Pri-Ind		VT
Gogebic Community College	002264	2-yr	Public		MI
Golden Gate University	001205	Univ	Pri-Ind		CA
Golden West College	001206	2-yr	Public	Campus	CA
Goldey Beacom College	001429	4-yr	Pri-Ind		DE
Gonzaga University	003778	Univ	Pri-Rel		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace Bible College	002265	Theol	Pri-Ind		MI
Grace College of the Bible	002547	4-yr	Pri-Rel		NE
Grace Schools	001800	Other	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grambling State University	002006	Univ	Public		LA
Grand Valley State College	002268	4-yr	Public		MI
Grand View College	001867	4-yr	Pri-Rel		IA
Grays Harbor College	003779	2-yr	Public		WA
Grayson County Junior College	003570	2-yr	Public		TX
Grossmont Community College	001208	2-yr	Public	Office	CA
Guilford College	002931	4-yr	Pri-Rel		NC
Gulf-Coast Bible College	006942	4-yr	Pri-Rel		TX
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann University	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton Institute	003714	4-yr	Pri-Ind		VA
Hannibal-LaGrange College	009089	4-yr	Pri-Rel		MO
Hanover College	001801	4-yr	Pri-Rel		IN
Harcum Junior College	003272	2-yr	Pri-Ind		PA
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartnell College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Harvey Mudd College	001171	4-yr	Pri-Ind	Campus	CA
Hastings College	002548	4-yr	Pri-Rel		NE
Haverford College	003274	4-yr	Pri-Ind		PA
Hawaii Loa College	004548	4-yr	Pri-Rel		HI
Hawkeye Institute of Technology	004595	Tech	Public		IA
Haywood Technical College	008083	2-yr	Public		NC
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Main	TX
Highland Community College	001921	2-yr	Public		KS
Highland Park Community College	002271	2-yr	Public		MI
Highline Community College	003781	2-yr	Public		WA
Hilbert College	002735	2-yr	Pri-Ind		NY
Hill Junior College	003573	2-yr	Public		TX
Hinds Junior College	002407	2-yr	Public	Main	MS
Hiram College	003049	4-yr	Pri-Ind		OH
Hobart-William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hocking Technical College	007958	Tech	Public		OH
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Names College	001183	4-yr	Pri-Rel		CA
Holy Redeemer College	007732	4-yr	Pri-Rel		WI
Holyoke Community College	002170	2-yr	Public		MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Houghton College	002734	4-yr	Pri-Rel		NY
Houston Community College, System Office	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard County Junior College District	003574	2-yr	Public	Office	TX
Hudson County Community College	012954	2-yr	Public		NJ
Hudson Valley Community College	002868	2-yr	Public		NY
Huntington College	001803	4-yr	Pri-Rel		IN
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois Eastern Community College, Frontier Community College	029085	2-yr	Public	Campus	IL
Illinois Eastern Community College, Lincoln Trail College	009786	2-yr	Public	Campus	IL
Illinois Eastern Community College, Olney Central College	001742	2-yr	Public	Campus	IL
Illinois Eastern Community College, System Office	009135	2-yr	Public	Office	IL
Illinois Eastern Community College, Wabash Valley College	001779	2-yr	Public	Campus	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Ind		IL
Immaculata College	003276	4-yr	Pri-Rel		PA
Indian River Community College	001493	2-yr	Public		FL
Indiana Central University	001804	Univ	Pri-Rel		IN
Indiana State University	009563	Univ	Public	Main	IN
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana University East	001811	Univ	Public	Campus	IN
Indiana University of Pennsylvania	008810	Univ	Public		PA
Indiana University, Bloomington	001809	Univ	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Institute for Advanced Study	900045	Other	Pri-Ind		NJ
Instituto Comercial De Puerto Rico Junior College	011940	2-yr	Pri-Ind		PR
Inter American University of Puerto Rico, San German	003938	Univ	Pri-Ind	Campus	PR
Inter American University of Puerto Rico, System Office	008242	Univ	Pri-Ind	Office	PR
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Central Community College	001865	2-yr	Public		IA
Iowa Lakes Community College, System Office	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Isothermal Community College	002934	2-yr	Public		NC
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College, Downtown	900057	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, Parham Road	900056	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, System Office	003759	2-yr	Public	Office	VA
J. Sargeant Reynolds Community College, Western	900055	2-yr	Public	Campus	VA
Jackson State Community College	004937	2-yr	Public		TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
Jefferson Technical College	007275	2-yr	Public		OH
Jersey City State College	002613	4-yr	Public		NJ
John B. Stetson University	001531	Univ	Pri-Rel		FL
John Brown University	001100	4-yr	Pri-Ind		AR
John Carroll University	003050	4-yr	Pri-Rel		OH
John F. Kennedy University	004484	Univ	Pri-Ind		CA
John Tyler Community College	004004	2-yr	Public	Campus	VA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson County Community College	008244	2-yr	Public		KS
Joliet Junior College	001699	2-yr	Public		IL
Judson College	001700	4-yr	Pri-Rel		IL
Kalamazoo College	002275	4-yr	Pri-Ind		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007690	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kansas Wesleyan	001929	4-yr	Pri-Rel		KS
Kaskaskia College	001701	2-yr	Public		IL
Kearney State College	002551	4-yr	Public	Campus	NE
Keene State College	002590	4-yr	Public	Campus	NH
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kent State University, Stark	003054	Univ	Public	Campus	OH
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kirtland Community College	007171	2-yr	Public		MI
Kishwaukee College	007684	2-yr	Public		IL
Kutztown University	003322	Univ	Public	Campus	PA
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle College	003287	4-yr	Pri-Ind		PA
Laboure Junior College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake Erie College	003066	4-yr	Pri-Ind		OH
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lakeland College	003854	4-yr	Pri-Rel		WI
Lakeland Community College	006804	2-yr	Public		OH
Lamar Community College	001355	2-yr	Public		CO
Lamar University	003581	Univ	Public	Main	TX
Lambuth College	003498	4-yr	Pri-Rel		TN
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public	Main	OR
Langston University	003157	Univ	Public		OK
Lansing Community College	002278	2-yr	Public		MI
Laramie County Community College	009259	2-yr	Public		WY
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Univ	Public	Campus	TX
Lassen Community College	001217	2-yr	Public		CA
Lawrence University	003856	4-yr	Pri-Ind		WI
Le Moyne College	002748	4-yr	Pri-Ind		NY
Le Tourneau College	003584	4-yr	Pri-Ind		TX
Lees Junior College	001970	2-yr	Pri-Rel		KY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lenoir Community College	002940	2-yr	Public		NC
Lenoir-Rhyne College	002941	4-yr	Pri-Rel		NC
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Ind		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lewis-Clark State College	001621	4-yr	Public		ID
Lexington Theological Seminary	001971	Theol	Pri-Rel		KY
Limestone College	003436	4-yr	Pri-Ind		SC
Lincoln Christian College	001708	4-yr	Pri-Rel		IL
Lincoln College	001709	2-yr	Pri-Ind		IL
Lincoln Land Community College	007170	2-yr	Public		IL
Lincoln Memorial University	003502	4-yr	Pri-Ind		TN
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Linfield College	003198	4-yr	Pri-Ind	Main	OR
Livingstone College	002942	4-yr	Pri-Rel		NC
Lock Haven University	003323	Univ	Public	Campus	PA
Loma Linda University	001218	Univ	Pri-Rel	Office	CA
Longview Community College	009140	2-yr	Public	Campus	MO
Lorain County Community College	003068	2-yr	Public		OH
Lord Fairfax Community College	008659	2-yr	Public	Campus	VA
Los Angeles College of Chiropractic	001229	4-yr	Pri-Ind		CA
Los Angeles Harbor College	001224	2-yr	Public	Campus	CA
Los Angeles Pierce College	001226	2-yr	Public	Campus	CA
Los Angeles Southwest College	007047	2-yr	Public	Campus	CA
Los Angeles Valley College	001228	2-yr	Public	Campus	CA
Los Rios Community College, System Office	001231	2-yr	Public	Office	CA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University, Eunice	002012	2-yr	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University and Law School	011649	Univ	Pri-Ind	Main	CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute, Seattle	029019	2-yr	Pri-Ind		WA
Lutheran Theological Seminary at Philadelphia	003292	Theol	Pri-Rel		PA
Lutheran Theological Southern Seminary	003437	Theol	Pri-Rel		SC
Lycoming College	003293	4-yr	Pri-Rel		PA
Lynchburg College	003720	4-yr	Pri-Rel		VA
Lyndon State College	003689	4-yr	Public	Campus	VT
Macalester College	002358	4-yr	Pri-Ind		MN
Madisonville Community College	029213	2-yr	Public	Campus	KY
Madonna College	002282	4-yr	Pri-Rel		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manchester College	001820	4-yr	Pri-Rel		IN
Manhattan Christian College	001931	4-yr	Pri-Ind		KS
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian College	001822	4-yr	Pri-Rel		IN
Marietta College	003073	4-yr	Pri-Ind		OH
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Marygrove College	002284	4-yr	Pri-Rel		MI
Maryknoll School of Theology	002767	Theol	Pri-Ind		NY
Maryland Institute	002080	4-yr	Pri-Ind		MD
Marymount College	002768	4-yr	Pri-Ind		NY
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Ind		PA
Massachusetts Bay Community College	002171	2-yr	Public	Campus	MA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Massasoit Community College	002177	2-yr	Public	Campus	MA
Maui Community College	001615	2-yr	Public	Campus	HI
Mayland Technical College	011197	Tech	Public		NC
Mayville State College	002993	4-yr	Public		ND
McCormick Theological Seminary	001721	Theol	Pri-Rel		IL
McHenry County College	007691	2-yr	Public		IL
McLennan Community College	003590	2-yr	Public		TX
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public	Campus	GA
Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Memphis State University	003509	Univ	Public	Campus	TN
Mennonite Biblical Seminary	001823	Theol	Pri-Rel		IN
Mennonite Brethren Biblical Seminary	010368	Theol	Pri-Rel		CA
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College	002772	4-yr	Pri-Ind		NY
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Mercyhurst College	003297	4-yr	Pri-Rel		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Merrimack College	002120	4-yr	Pri-Rel		MA
Merrimack Valley College	900058	2-yr	Public	Campus	NH
Mesa College	001358	4-yr	Public		CO

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Metropolitan Community College, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public	Campus	MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami Christian College	012314	4-yr	Pri-Ind		FL
Miami-Dade Community College	001506	2-yr	Public	Office	FL
Michigan State University	002290	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Mid-America Nazarene College	007032	4-yr	Pri-Rel		KS
Middle Tennessee State University	003510	Univ	Public		TN
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	Tech	Public		SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville University of Pennsylvania	003325	Univ	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Milwaukee Area Technical College	003866	Tech	Public	Office	WI
Mineral Area College	002486	2-yr	Public		MO
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Community College, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public		ND
Miracosta Community College	001239	2-yr	Public		CA
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Valley College	002489	4-yr	Pri-Rel		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Moberly Junior College	002491	2-yr	Public		MO
Mohawk Valley Community College	002871	2-yr	Public		NY
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Main	MT
Montana State University	002532	Univ	Public	Campus	MT
Montclair State College	002617	4-yr	Public	Main	NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Montgomery Technical Institute	008087	Tech	Public		NC
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moore College of Art	003300	4-yr	Pri-Ind		PA
Moraine Park Vocational, Technical and Adult Education, System Office	009256	Tech	Public	Office	WI
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Pri-Rel		IA
Morris Brown College	001583	4-yr	Pri-Rel		GA
Motlow State Community College	006836	2-yr	Public		TN
Mount Aloysius Junior College	003302	2-yr	Pri-Ind		PA
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Hood Community College	003204	2-yr	Public		OR
Mount Marty College	003465	4-yr	Pri-Rel		SD
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Alphonsus Seminary	002776	Med	Pri-Rel		NY
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Rel		MD
Mount San Antonio Community College	001245	2-yr	Public		CA
Mount Union College	003083	4-yr	Pri-Ind		OH
Mountain Empire Community College	009629	2-yr	Public	Campus	VA
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Murray State College	003158	2-yr	Public		OK
Murray State University	001977	Univ	Public		KY
Nashville State Technical Institute	008145	Tech	Public		TN
Nassau Community College	002873	2-yr	Public		NY
National University	011460	Univ	Pri-Ind		CA
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College	002298	4-yr	Pri-Ind		MI
Nebraska Wesleyan University	002555	4-yr	Pri-Rel		NE
Nebraska Western College	002560	2-yr	Public	Office	NE
Neosho County Community College	001936	2-yr	Public		KS
Neumann College	003988	4-yr	Pri-Rel		PA
New College of California	010831	Other	Pri-Ind		CA
New England College	002579	4-yr	Pri-Ind	Main	NH
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Technical Institute	002581	Tech	Public		NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University, Main	002657	Univ	Public	Main	NM
New Mexico State University, San Juan	002660	2-yr	Public		NM
New River Community College	005223	2-yr	Public	Campus	VA
New School of Music	011146	4-yr	Pri-Ind		PA
New York College of Podiatric Medicine	002749	Med	Pri-Ind		NY

Responding Institutions
All Institutions
Page 10

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Adams State College	002187	4-yr	Public		MA
North Carolina Agricultural and Technical State University	002905	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central College	001734	4-yr	Pri-Rel		IL
North Central Technical College	005313	Tech	Public		OH
North Central Technical Institute	009257	Tech	Public	Main	WI
North Country Community College	007111	2-yr	Public		NY
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public		ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Harris County College	011145	2-yr	Public		TX
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Theol	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Campus	MA
North Texas State University	003594	Univ	Public	Campus	TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities, College of Medicine	029045	Med	Public		OH
Northeastern State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Essex Community College	002174	2-yr	Public		MA
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public		MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public	Main	VA
Northland Community College	002385	2-yr	Public		MN
Northwest Bible College	002998	4-yr	Pri-Rel		ND
Northwest Community College	003931	2-yr	Public		WY
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	Tech	Public		OH
Northwestern Michigan College	002302	2-yr	Public		MI
Northwestern University	001739	Univ	Pri-Ind		IL
Norwalk State Technical College	001400	2-yr	Public		CT
Norwich University	003692	Univ	Pri-Ind		VT
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University, Main	006883	Univ	Public	Main	OH
Ohio University, Lancaster	003104	2-yr	Public	Campus	OH
Ohio University, Main	003100	Univ	Public	Main	OH
Ohio Wesleyan University	003109	4-yr	Pri-Ind		OH
Oklahoma Baptist University	003164	4-yr	Pri-Rel		OK
Oklahoma Christian College	003165	4-yr	Pri-Rel		OK
Oklahoma City Community College	010391	2-yr	Public		OK
Oklahoma City University	003166	Univ	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olympia Technical Community College	005372	2-yr	Public	Campus	WA
Olympic College	003784	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public		NY
Orange Coast College	001250	2-yr	Public	Campus	CA
Orangeburg-Calhoun Technical College	006815	Tech	Public		SC
Oregon Health Sciences University	004882	Med	Public	Campus	OR
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Oregon State University	003210	Univ	Public		OR
Oscar Rose Junior College	009185	2-yr	Public		OK
Otero Junior College	001362	2-yr	Public		CO
Our Lady of Holy Cross College	002023	4-yr	Pri-Rel		LA
Pace University	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific Oaks College	001255	Other	Pri-Ind		CA
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Atlantic College	008849	4-yr	Pri-Rel		FL
Palm Beach Junior College	001512	2-yr	Public		FL
Palomar Community College	001260	2-yr	Public		CA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Park College	002498	4-yr	Pri-Rel	Main	MO
Parkersburg Community College	003828	2-yr	Public		WV
Parkland College	007118	2-yr	Public		IL
Parks College of Saint Louis University	003970	4-yr	Pri-Rel	Campus	IL
Patrick Henry Community College	003751	2-yr	Public	Campus	VA
Patrick Henry State Junior College	001034	2-yr	Public		AL
Paul D. Camp Community College	009159	2-yr	Public	Campus	VA
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Pearl River Junior College	002430	2-yr	Public	Main	MS
Penn Valley Community College	002484	2-yr	Public	Campus	MO

Responding Institutions
All Institutions
Page 11

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Pennsylvania State University, System Office	003329	Univ	Public	Office	PA
Pepperdine University	001264	Univ	Pri-Rel	Main	CA
Peralta Community Colleges, College of Alameda	008306	2-yr	Public	Campus	CA
Peralta Community Colleges, East Bay Skills Center	990010	Other	Public	Campus	CA
Peralta Community Colleges, Laney	001266	2-yr	Public	Campus	CA
Peralta Community Colleges, Merritt	001267	2-yr	Public	Campus	CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Peralta Community Colleges, Vista	029106	2-yr	Public	Campus	CA
Perkins School For The Blind	990012	Other	Pri-Ind		MA
Peru State College	002559	4-yr	Public		NE
Pfeiffer College	002955	4-yr	Pri-Rel		NC
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Phillips University	003175	Univ	Pri-Rel		OK
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pioneer Community College	029029	2-yr	Pri-Rel	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Pitzer College	001172	4-yr	Pri-Ind	Campus	CA
Plymouth State College	002591	4-yr	Public	Campus	NH
Point Loma Nazarene College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Pontifical College Josephinum	003113	4-yr	Pri-Rel		OH
Portland Community College	003213	2-yr	Public	Office	OR
Portland State University	003216	Univ	Public		OR
Post College	001401	4-yr	Pri-Ind		CT
Potomac State College of West Virginia University	003829	2-yr	Public	Campus	WV
Prairie View A&M University	003630	Univ	Public	Campus	TX
Pratt Institute	002798	4-yr	Pri-Ind		NY
Presbyterian College	003445	4-yr	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Other	Pri-Rel		VA
Prestonsburg Community College	029216	2-yr	Public	Campus	KY
Prince George's Community College	002089	2-yr	Public		MD
Princeton Theological Seminary	002626	Theol	Pri-Rel		NJ
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Pueblo Vocational Community College	029166	2-yr	Public		CO
Puget Sound College of the Bible	029046	4-yr	Pri-Rel		WA
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	4-yr	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Quincy College	001745	4-yr	Pri-Rel		IL
Quinebaug Valley Community College	010530	2-yr	Public	Campus	CT
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Rappahannock Community College	009160	2-yr	Public	Campus	VA
Raymond Walters General and Technical College	004868	2-yr	Public	Campus	OH
Reed College	003217	4-yr	Pri-Ind		OR
Regis College	001363	4-yr	Pri-Rel		CO
Regis College	002206	4-yr	Pri-Rel		MA
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Renton Vocational Technical Institute	990022	Tech	Public		WA
Research Foundation of State University of New York	990005	Other	Public	Office	NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Public		RI
Richmond Technical College	005447	Tech	Public		NC
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo Community College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Roanoke College	003736	4-yr	Pri-Rel		VA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rockford College	001748	4-yr	Pri-Ind		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rocky Mountain College	002534	4-yr	Pri-Rel		MT
Roger Williams College	004917	4-yr	Pri-Ind		RI
Rogue Community College	010182	2-yr	Public		OR
Rosary College	001750	4-yr	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	Univ	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Rowan Technical College	005754	Tech	Public	Campus	NC
Russell Sage College	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Rutgers, The State University of New Jersey, System Office	002629	Univ	Public	Office	NJ
Sacramento City College	001233	2-yr	Public	Campus	CA
Sacred Heart University	001403	Univ	Pri-Ind		CT
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Anselm College	002587	4-yr	Pri-Rel		NH
Saint Augustine's College	002968	4-yr	Pri-Ind		NC
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Ind		KY
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint Francis Seminary School of Pastoral Ministry	009641	Theol	Pri-Rel		WI
Saint John Fisher College	002821	4-yr	Pri-Ind		NY
Saint John's College	002093	4-yr	Pri-Ind	Campus	NM

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Ind		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Leo College	001526	4-yr	Pri-ind		FL
Saint Louis College of Pharmacy	002504	Other	Pri-Ind		MO
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University	002506	Univ	Pri-Rel	Main	MO
Saint Mary College	001943	4-yr	Pri-Rel		KS
Saint Mary Seminary	004061	Theol	Pri-Rel		OH
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002321	4-yr	Pri-Ind		MI
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's Dominican College	002028	4-yr	Pri-Rel		LA
Saint Mary's University	003623	Univ	Pri-Rel		TX
Saint Meinrad College	001837	4-yr	Pri-Rel		IN
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul Seminary	002384	Theol	Pri-Rel	Main	MN
Saint Paul's College	002510	2-yr	Pri-Rel		MO
Saint Paul's College	003739	4-yr	Pri-Rel		VA
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Vincent College	003368	4-yr	Pri-Rel		PA
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem Academy and College	002960	4-yr	Pri-Rel		NC
Salem College	003820	4-yr	Pri-Ind		WV
Salem State College	002188	4-yr	Public		MA
Salisbury State College	002091	4-yr	Public		MD
Salish Kootenai College	029224	2-yr	Pri-Ind		MT
San Diego State University	001151	Univ	Public		CA
San Francisco Theological Seminary	001279	Theol	Pri-Rel		CA
San Joaquin Delta Community College	001280	2-yr	Public		CA
Sandhills Community College	002961	2-yr	Public	Campus	NC
Sangamon State University	009333	Univ	Public		IL
Sauk Valley College	001752	2-yr	Public		IL
Savannah State College	001590	4-yr	Public	Campus	GA
Scarritt College	003515	Other	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Campus	NY
School of the Art Institute of Chicago	001753	4-yr	Pri-Ind		IL
School of the Ozarks	990023	4-yr	Pri-Ind		MO
Schoolcraft College	002315	2-yr	Public		MI
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seminole Junior College	003178	2-yr	Public		OK
Seton Hall University	002632	Univ	Pri-Rel		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Shelby State Community College	010439	2-yr	Public	Office	TN
Shelton State Community College	005691	2-yr	Public		AL
Shepherd College	003822	4-yr	Public		WV
Shippensburg University	003326	Univ	Public		PA
Shoreline Community College	003791	2-yr	Public		WA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Sierra College	001290	2-yr	Public		CA
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Skagit Valley College	003792	2-yr	Public		WA
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock University	003327	Univ	Public	Campus	PA
Snow College	003679	2-yr	Public		UT
Somerset County College	007731	2-yr	Public		NJ
Sonoma State University	001156	Univ	Public	Campus	CA
South Central Community College	008037	2-yr	Public		CT
South Dakota School of Mines and Technology	003470	4-yr	Public	Campus	SD
Southeast Community College, Fairbury	002546	2-yr	Public	Campus	NE
Southeast Community College, Lincoln	007591	2-yr	Public	Campus	NE
Southeast Community College, Milford-Beatrice	004723	2-yr	Public	Campus	NE
Southeast Community College, System Office	029004	2-yr	Public	Office	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern College of the Asseblies of God	001521	4-yr	Pri-Rel		FL
Southeastern Massachusetts University	002210	Univ	Public		MA
Southeastern University	001456	Univ	Pri-Ind		DC
Southern Arkansas University, Main	001107	Univ	Public	Main	AR
Southern Baptist College	001106	2-yr	Pri-Rel		AR
Southern College of Optometry	003517	Other	Pri-Ind		TN
Southern Connecticut State University	001406	Univ	Public	Campus	CT
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Maine Vocational Technical Institute	005525	Tech	Public		ME
Southern Methodist University	003613	Univ	Pri-Rel		TX
Southern Oregon State College	003219	4-yr	Public		OR

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Southern State Community College	012870	2-yr	Public		OH
Southern University, New Orleans	002026	4-yr	Public	Campus	LA
Southern Utah State College	003678	4-yr	Public		UT
Southside Virginia Community College	008661	2-yr	Public		VA
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State Technical College	990029	Tech	Public		AL
Southwest State University	002375	Univ	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwestern Baptist Theological Seminary	003617	Theol	Pri-Rel		TX
Southwestern College	001294	2-yr	Public		CA
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern Technical College	008466	Tech	Public		NC
Southwestern University	003620	4-yr	Pri-Rel		TX
Southwestern University School of Law	001295	Law	Pri-Ind		CA
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding College	001960	Univ	Pri-Ind		KY
Spelman College	001594	4-yr	Pri-Ind		GA
Spoon River College	001643	2-yr	Public	Main	IL
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Spring Garden College	003363	4-yr	Pri-Ind		PA
Springfield College	001761	2-yr	Pri-Ind		IL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield Technical Community College	008078	2-yr	Public		MA
Stanford University	001305	Univ	Pri-Ind		CA
Stanly Technical College	011194	Tech	Public		NC
Stark Technical College	010881	Tech	Public		OH
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University of New York	009929	Other	Public	Office	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	4-yr	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY
State University of New York College, Old Westbury	007109	4-yr	Public	Campus	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York, Agricultural and Technical College	002856	2-yr	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Campus	NY
State University of New York, Binghamton	002836	Univ	Public	Campus	NY
State University of New York, Broome Community College	002862	2-yr	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, College of Technology, Utica-Rome	006792	Other	Public	Campus	NY
State University of New York, Community College of the Finger Lakes	007532	2-yr	Public	Campus	NY
State University of New York, Downstate Medical Center	002839	Med	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York, Orange County Community College	002876	2-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, Upstate Medical Center	002840	Med	Public	Campus	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Stockton State College	009345	4-yr	Public		NJ
Strayer College	001459	4-yr	Pri-Ind	Office	DC
Suffolk County Community College, Ammerman, Selden	002878	2-yr	Public	Campus	NY
Suffolk County Community College, Eastern	004816	2-yr	Public	Campus	NY
Suffolk County Community College, System Office	900071	2-yr	Public	Office	NY
Suffolk County Community College, West	013204	2-yr	Public	Campus	NY
Suffolk University	002218	Univ	Pri-Ind		MA
Sumter Area Technical College	003995	2-yr	Public	Campus	SC
Suomi College	002322	2-yr	Pri-Rel		MI
Swarthmore College	003370	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Tallahassee Community College	001533	2-yr	Public		FL
Tarleton State University	003631	Univ	Public		TX
Tarrant County Junior College	008898	2-yr	Public	Office	TX
Taylor University	001838	4-yr	Pri-Ind		IN
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public		OH
Texas A&I University	003639	Univ	Public	Campus	TX
Texas A&M University	010366	Univ	Public	Campus	TX
Texas A&M University, Galveston	010298	Univ	Public	Campus	TX
Texas A&M University, System Office	003629	Other	Public	Office	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	Univ	Public		TX
Texas State Technical Institute	009642	Tech	Public	Office	TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Woman's University	003645	Univ	Public		TX
Thames Valley State Technical College	001413	2-yr	Public		CT
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas A. Edison State College	011648	Other	Public		NJ
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas M. Cooley Law School	012627	Law	Pri-Ind		MI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Thomas More College	002001	4-yr	Pri-Rel		KY
Thomas Nelson Community College	006871	2-yr	Public		VA
Tidewater Community College	003712	2-yr	Public	Campus	VA
Toccoa Falls College	001596	4-yr	Pri-Ind		GA
Towson State University	002099	Univ	Public		MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Treasure Valley Community College	003221	2-yr	Public		OR
Trenton State College	002642	4-yr	Public		NJ
Trevecca Nazarene College	003526	4-yr	Pri-Rel		TN
Tri-State University	001839	Univ	Pri-Ind		IN
Trinidad State Junior College	001368	2-yr	Public		CO
Trinity Christian College	001771	4-yr	Pri-Rel		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity University	003647	Univ	Pri-Ind		TX
Triton College	001773	2-yr	Public		IL
Troy State University	001047	Univ	Public	Main	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tunxis Community College	009764	2-yr	Public	Campus	CT
Tyler Junior College	003648	2-yr	Public		TX
Ulster County Community College	002880	2-yr	Public		NY
Umpqua Community College	003222	2-yr	Public		OR
Union College	001988	4-yr	Pri-Rel		KY
Union College	002889	4-yr	Pri-Ind		NY
Union County College	002643	2-yr	Public		NJ
Union Theological Seminary	002890	Theol	Pri-Ind		NY
Union Theological Seminary	003743	Theol	Pri-Rel		VA
United Theological Seminary of the Twin Cities	002386	Theol	Pri-Ind		MN
Unity College	006858	4-yr	Pri-Ind		ME
University of Akron	003123	Univ	Public	Main	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage Community College	001064	2-yr	Public	Campus	AK
University of Alaska, Fairbanks	001063	Univ	Public	Campus	AK
University of Alaska, Kenai Peninsula Community College	001066	2-yr	Public	Campus	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Main	001108	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Pine Bluff	001086	4-yr	Public	Campus	AR
University of Baltimore	002102	Univ	Public	Campus	MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, San Diego	001317	Univ	Public	Campus	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	003954	Univ	Public	Campus	FL
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati, System Office	008039	Univ	Public	Office	OH
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Colorado, Health Sciences Center	004508	Med	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut	029013	Univ	Public		CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Dubuque	001891	4-yr	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Georgia	001598	Univ	Public	Main	GA
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii Community College, System Office	990040	2-yr	Public	Office	HI
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Honolulu Community College	001612	2-yr	Public	Campus	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Kauai Community College	001614	2-yr	Public	Campus	HI
University of Hawaii, Leeward Community College	004549	2-yr	Public	Campus	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, Systems Office	007885	Univ	Public	Office	HI
University of Hawaii, West Oahu College	029102	4-yr	Public	Main	HI
University of Hawaii, Windward Community College	010390	2-yr	Public	Campus	HI
University of Houston, Clear Lake	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	4-yr	Public	Campus	TX
University of Houston, Main	003652	Univ	Public	Campus	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois	001775	Univ	Public	Campus	IL
University of Illinois, Health Sciences Center	003960	Med	Public	Campus	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of Kentucky, System Office	008011	Univ	Public	Office	KY
University of LaVerne	001216	Univ	Pri-Rel		CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-yr	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, Baltimore Professional Schools	002104	Med	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Campus	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts Medical Center	009756	Med	Public	Campus	MA
University of Massachusetts, Amherst	002221	Univ	Public	Campus	MA
University of Massachusetts, System Office	008017	Univ	Public	Office	MA
University of Medicine and Dentistry of New Jersey	002620	Med	Public	Office	NJ
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	Univ	Public	Campus	MI
University of Minnesota Technical College, Crookston	004069	2-yr	Public	Campus	MN
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Minneapolis Saint Paul	003969	Univ	Public	Office	MN
University of Mississippi	002440	Univ	Public	Main	MS
University of Mississippi Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	4-yr	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Campus	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Las Vegas	002569	4-yr	Public	Campus	NV
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of New Hampshire, Main	002589	Univ	Public	Main	NH
University of New Hampshire, System Office	008027	Other	Public	Office	NH
University of New Mexico	010313	Univ	Public		NM
University of New Orleans	002015	Univ	Public	Campus	LA
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Dakota, Williston	003007	2-yr	Public		ND
University of North Florida	009841	Univ	Public	Campus	FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Ind		IN
University of Oklahoma, Main	003184	Univ	Public	Main	OK
University of Oklahoma, Oklahoma City Health Sciences Center	005889	Med	Public	Campus	OK
University of Oregon	003223	Univ	Public		OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Puerto Rico, Humacao University College	003943	4-yr	Public	Campus	PR
University of Puerto Rico, Medical Sciences	003945	Med	Public	Main	PR
University of Puerto Rico, Regional College of Aguadilla	990038	2-yr	Public	Campus	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public	Main	RI
University of Rochester	002894	Univ	Pri-Ind		NY
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Ind		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Other	Public		AL
University of South Carolina	008049	Univ	Public	Office	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Beaufort	003450	Univ	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-yr	Public	Campus	SC
University of South Dakota, Main	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public		MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Rel		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Med	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Univ	Public	Campus	TN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Campus	TN
University of Tennessee, System Office	008051	Other	Public	Office	TN
University of Texas Health Science Center, Dallas	003660	Med	Public	Campus	TX
University of Texas Health Science Center, Houston	011618	Med	Public	Campus	TX
University of Texas Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public		TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Campus	TX
University of Texas, M. D. Anderson Hospital & Tumor Institute	990037	Med	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Campus	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Univ	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia	006968	Univ	Public		VA
University of Washington	003798	Univ	Public		WA
University of West Florida	003955	Univ	Public	Campus	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, LaCrosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	4-yr	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind	Main	CA
University of the South	003534	4-yr	Pri-Rel		TN
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah State University	003677	Univ	Public		UT
Utah Technical College, Provo/Orem	004027	Tech	Public		UT
Utah Technical College, Salt Lake City	005220	2-yr	Public	Campus	UT
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA
Valparaiso University Association	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Ventura College	001334	2-yr	Public	Campus	CA
Vernon Regional Junior College	010060	2-yr	Public		TX
Victor Valley College	001335	2-yr	Public		CA
Villa Maria College	003387	4-yr	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Community College, System Office	008904	2-yr	Public	Office	VA
Virginia Highlands Community College	007099	2-yr	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-yr	Pri-Rel		VA
Virginia Western Community College	003760	2-yr	Public	Campus	VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public		TN
Wabash College	001844	4-yr	Pri-Ind		IN
Wake Forest University	002978	Univ	Pri-Rel		NC
Wake Technical College	004844	2-yr	Public		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walla Walla Community College	005006	2-yr	Public		WA
Wallace State Community	007871	2-yr	Public		AL
Walsh College	003135	4-yr	Pri-Rel		OH
Walsh College of Accountancy and Business Administration	004071	2-yr	Pri-Ind		MI
Walters State Community College	008863	2-yr	Public		TN
Warner Pacific College	003225	4-yr	Pri-Rel		OR
Warner Southern College	008848	4-yr	Pri-Rel		FL
Washburn University of Topeka	001949	Univ	Public		KS
Washington Bible College	001462	4-yr	Pri-Ind		MD
Washington State Board for Community College Education	990039	Other	Public	Office	WA
Washington Technical College	010453	2-yr	Public		OH
Washington University, Saint Louis	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washtenaw Community College	002328	2-yr	Public		MI
Waubonsee Community College	006931	2-yr	Public		IL
Wayne County Community College	009230	2-yr	Public	Office	MI
Wayne State College	002566	4-yr	Public		NE
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Pri-Ind		PA
Weber State College	003680	4-yr	Public	Campus	UT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesleyan University	001424	Univ	Pri-Ind		CT

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
West Chester University	003328	Univ	Public		PA
West Georgia College	001601	4-yr	Public		GA
West Liberty State College	003823	4-yr	Public		WV
West Los Angeles College	008596	2-yr	Public	Campus	CA
West Shore Community College	007950	2-yr	Public		MI
West Texas State University	003665	Univ	Public		TX
West Virginia Institute of Technology	003825	4-yr	Public	Campus	WV
West Virginia Northern Community College	009054	2-yr	Public		WV
West Virginia School of Osteopathic Medicine	011254	Med	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westchester Community College	002881	2-yr	Public	Main	NY
Western Carolina University	002981	Univ	Public	Campus	NC
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public	Campus	MT
Western Nevada Community College	010363	2-yr	Public	Campus	NV
Western New England College	002226	Other	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Oklahoma State College	003146	2-yr	Public		OK
Western Piedmont Community College	002982	2-yr	Public	Campus	NC
Western Texas College	009549	2-yr	Public		TX
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster College	002523	4-yr	Pri-Ind		MO
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College	003681	4-yr	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Pri-Rel	Main	PA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Wheelock College	002228	4-yr	Pri-Ind		MA
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Ind		WA
Wichita State University	001950	Univ	Public		KS
Widener University, Systems Office	029292	Univ	Pri-Ind	Office	PA
Wilkes College	003394	4-yr	Pri-Ind		PA
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsport Area Community College	003395	2-yr	Public	Main	PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Pri-Rel	Main	OH
Wilmington College	007948	4-yr	Pri-Ind		DE
Wilson County Technical Institute	004845	Tech	Public		NC
Wingate College	002985	4-yr	Pri-Rel		NC
Winona State University	002394	Univ	Public	Main	MN
Winston-Salem State University	002986	Univ	Public		NC
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Wood Junior College	002448	2-yr	Pri-Rel		MS
Woodbury University	001343	Univ	Pri-Ind		CA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worthington Community College	002395	2-yr	Public	Campus	MN
Wright State University, System Office	003078	Univ	Public	Office	OH
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Rel		OH
Yavapai College	001079	2-yr	Public		AZ
Youngstown State University	003145	Univ	Public		OH

APPENDIX C

CUPA

1983–84
Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1983-1984 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL **THE COMPLETED QUESTIONNAIRE ONLY** BY SEPTEMBER 15, 1983 TO: **CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213.** IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202) 462-1038.

I. GENERAL

1. PRINT or TYPE all information.
2. Do not use abbreviations.
3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.
4. **Return only the questionnaire form.**
5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical purposes. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. **Institutional Identification**

1. *Name/Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.
2. *Classifications* - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.
3. *Source of Support* - Indicate whether your institution is public, private and religious group affiliated, or private and independent.
4. *Structure* - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus heading a system, or a campus within a system. (**Important Note:** If you check "administrative office of a system", please provide system-wide figures for the four parts to Question 5. If you check "main campus heading a system" or "campus within a system", provide individual campus figures in Question 5.)
5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff (i.e., executive, administrative, managerial, and professional as defined by EEO categories 1 and 3), and total 1983-84 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months that salaries cover. Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please average those salaries and do not report data on internal/external promotion, sex and minority status. **(Your speed in returning this questionnaire is essential.)**

Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report data on a position in the Combined Responsibility section, **do not** report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0 which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months that salary covers. Report all salaries at full-time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth $9,000. Enter $9,000 as the FTE salary and 9 months as the term covered.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 25.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY SEPTEMBER 15, 1983: TO: CUPA SURVEYS,
P.O. BOX 71114, PITTSBURGH, PA 15213

A. FICE CODE ________

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by September 15 to:** CUPA SURVEYS, P.O. Box 71114, Pittsburgh, Pa. 15213. If you have questions, call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESS

Name of Institution ______________________________

Address of Institution ____________________ City/State/Zip ____________________

Respondent ____________________ Title ____________________ Telephone ____________

2. CLASSIFICATION (check one)

a. ________ 2 Year College

b. ________ 2 Year Technical Institute

c. ________ 4 Year College

d. ________ University

e. ________ Law School

f. ________ Medical School or Center

g. ________ Theological Seminary

h. ________ Other (please note below)

____

3. SOURCE OF SUPPORT (check one)

a. ________ Public

b. ________ Private, religious group affiliated

c. ________ Private, independent

4. STRUCTURE

a. ________ A single institution

b. ________ An administrative office of a system

c. ________ A main campus heading a system

d. ________ A campus within a system

5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. If you checked either "a main campus heading a system" or "a campus within a system", supply individual campus figures.

a. ____________________ Total full-time equivalent ENROLLMENT

b. ____________________ Total full-time equivalent FACULTY

c. ____________________ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. ____________________ Total 1983-84 BUDGET (BUDGET includes the **total** institutional budget used for current educational and general operations (including **research** funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, **capital** funds, and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check below)

	YES	NO
Is your institution a member of CUPA?	____	____
Would you like to know more about CUPA and its services to members?	____	____

1983-84
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please attach them on a separate sheet of paper.

Office or Function and Title		Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
1.0	Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M F	Y N
2.0	Chief Executive Officer of a **Single Institution** (President/Chancellor)					I O	M F	Y N
3.0	Executive Vice President					I O	M F	Y N
4.0	Chief Academic Officer					I O	M F	Y N
5.0	Chief Business Officer					I O	M F	Y N
6.0	Chief Student Affairs Officer					I O	M F	Y N
7.0	Chief Development Officer					I O	M F	Y N
8.0	Chief Public Relations Officer					I O	M F	Y N
9.0	Chief Planning Officer					I O	M F	Y N
10.0	Chief Personnel/Human Resources Officer					I O	M F	Y N
11.0	Chief Health Professions Officer					I O	M F	Y N
12.0	Chief Budgeting Officer					I O	M F	Y N
13.0	Director, Legal Services					I O	M F	Y N
14.0	Registrar					I O	M F	Y N
15.0	Director, Church Relations					I O	M F	Y N
16.0	Director, Learning Resources Center					I O	M F	Y N
17.0	Director, Library Services					I O	M F	Y N

Office or Function and Title		Salary	Term Covered by Salary in Months	Report-ing Relation-ship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex Male/Fem. (circle one) M	 F	Minority Yes/No (circle one) Y	 N
18.0	Director, Computer Center					I	O	M	F	Y	N
19.0	Director, Computer Center Operations/Academic					I	O	M	F	Y	N
20.0	Director, Computer Center Operations/Administrative					I	O	M	F	Y	N
21.0	Director, Educational Media Services					I	O	M	F	Y	N
22.0	Director, Institutional Research					I	O	M	F	Y	N
23.0	Director, Special and Deferred Gifts					I	O	M	F	Y	N
24.0	Administrator, Grants and Contracts					I	O	M	F	Y	N
25.0	Director, Affirmative Action/Equal Employment					I	O	M	F	Y	N
26.0	Chaplain					I	O	M	F	Y	N
27.0	Comptroller					I	O	M	F	Y	N
28.0	Director, Accounting					I	O	M	F	Y	N
29.0	Director, Internal Audit					I	O	M	F	Y	N
30.0	Bursar					I	O	M	F	Y	N
31.0	Director, Food Services					I	O	M	F	Y	N
32.0	Chief, Physical Plant/Facilities Management Officer					I	O	M	F	Y	N
33.0	Director, Student Activities					I	O	M	F	Y	N
34.0	Director, Purchasing					I	O	M	F	Y	N
35.0	Director, Bookstore					I	O	M	F	Y	N
36.0	Director, Campus Security					I	O	M	F	Y	N
37.0	Director, Information Systems					I	O	M	F	Y	N
38.0	Director, News Bureau					I	O	M	F	Y	N
39.0	Director, Auxiliary Services					I	O	M	F	Y	N
40.0	Director, Admissions					I	O	M	F	Y	N
41.0	Director, Foreign Students					I	O	M	F	Y	N

	Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex Male/Fem. (circle one)		Minority Yes/No (circle one)	
								M	F	Y	N
42.0	Director, International Studies Education					I	O	M	F	Y	N
43.0	Director, Student Financial Aid					I	O	M	F	Y	N
44.0	Director, Student Placement					I	O	M	F	Y	N
45.0	Director, Student Counseling					I	O	M	F	Y	N
46.0	Director, Student Union					I	O	M	F	Y	N
47.0	Director, Student Health Services (Physician Administrator)					I	O	M	F	Y	N
48.0	Director, Student Health Services (Nurse Administrator)					I	O	M	F	Y	N
49.0	Director, Student Housing					I	O	M	F	Y	N
50.0	Director, Athletics					I	O	M	F	Y	N
51.0	Director, Athletics/Men					I	O	M	F	Y	N
52.0	Director, Athletics/Women					I	O	M	F	Y	N
53.0	Director, Campus Recreation/Intramurals					I	O	M	F	Y	N
54.0	Director, Alumni Affairs					I	O	M	F	Y	N
55.0	Director, Information Office					I	O	M	F	Y	N
56.0	Director, Community Serv.					I	O	M	F	Y	N
57.0	Administrator, Hospital Medical Center					I	O	M	F	Y	N
58.0	Director, Publications					I	O	M	F	Y	N
59.0	Director, Risk Management and Insurance					I	O	M	F	Y	N
*	* * * *	*	**COMBINED RESPONSIBILITY**		*	*	*	*		*	*
60.0	Chief Planning & Budget Officer					I	O	M	F	Y	N
61.0	Chief Development & Public Relations Officer					I	O	M	F	Y	N
62.0	Director, Personnel & Affirmative Action					I	O	M	F	Y	N
63.0	Director, Admissions & Financial Aid					I	O	M	F	Y	N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
64.0 Director, Housing & Food Service					I O	M F	Y N
65.0 Director, Development & Alumni Affairs					I O	M F	Y N
66.0 Director, Admissions & Registrar					I O	M F	Y N
* * * *	*	* DEANS *		* *	* *	* *	* *
67.0 Architecture					I O	M F	Y N
68.0 Agriculture					I O	M F	Y N
69.0 Arts and Letters					I O	M F	Y N
70.0 Arts and Sciences					I O	M F	Y N
71.0 Business					I O	M F	Y N
72.0 Communications					I O	M F	Y N
73.0 Continuing Education					I O	M F	Y N
74.0 Dentistry					I O	M F	Y N
75.0 Education					I O	M F	Y N
76.0 Engineering					I O	M F	Y N
77.0 Experimental Programs					I O	M F	Y N
78.0 Extension					I O	M F	Y N
79.0 Fine Arts					I O	M F	Y N
80.0 Graduate Programs					I O	M F	Y N
81.0 Health Related Professions					I O	M F	Y N
82.0 Home Economics					I O	M F	Y N
83.0 Humanities					I O	M F	Y N
84.0 Instruction					I O	M F	Y N
85.0 Law					I O	M F	Y N
86.0 Library & Information Sciences					I O	M F	Y N
87.0 Mathematics					I O	M F	Y N
88.0 Medicine					I O	M F	Y N
89.0 Music					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
							Male/Fem.		Yes/No	
							(circle one) M	F	(circle one) Y	N
90.0 Nursing					I	O	M	F	Y	N
91.0 Occupational Studies/ Vocational Education/ Technology					I	O	M	F	Y	N
92.0 Pharmacy					I	O	M	F	Y	N
93.0 Public Health					I	O	M	F	Y	N
94.0 Sciences					I	O	M	F	Y	N
95.0 Social Sciences					I	O	M	F	Y	N
96.0 Social Work					I	O	M	F	Y	N
97.0 Special Programs					I	O	M	F	Y	N
98.0 Undergraduate Programs					I	O	M	F	Y	N
99.0 Veterinary Medicine					I	O	M	F	Y	N

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 15, 1983 TO:
CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

1983-84 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 **CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR):** The principal administrative official responsible for the direction of all operations of a system, district, or multi-campus structure.

2.0 **CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR):** The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

3.0 **EXECUTIVE VICE PRESIDENT:** The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 **CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST):** The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

5.0 **CHIEF BUSINESS OFFICER:** The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

6.0 **CHIEF STUDENT AFFAIRS OFFICER:** The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations, and related functions.

7.0 **CHIEF DEVELOPMENT OFFICER:** The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

8.0 **CHIEF PUBLIC RELATIONS OFFICER:** The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

9.0 **CHIEF PLANNING OFFICER:** The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 **CHIEF PERSONNEL/HUMAN RESOURCES OFFICER:** The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

11.0 **CHIEF HEALTH PROFESSIONS OFFICER:** The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 **CHIEF BUDGETING OFFICER:** The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 **DIRECTOR, LEGAL SERVICES:** The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 **REGISTRAR:** The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

15.0 **DIRECTOR, CHURCH RELATIONS:** A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")

16.0 **DIRECTOR, LEARNING RESOURCES CENTER:** The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 **DIRECTOR, LIBRARY SERVICES:** Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

18.0 **DIRECTOR, COMPUTER CENTER:** Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.

19.0 **DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC:** Directs the institution's academic computing activities.

20.0 **DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE:** Directs the institution's administrative computing activities.

21.0 **DIRECTOR, EDUCATIONAL MEDIA SERVICES:** Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

22.0 **DIRECTOR, INSTITUTIONAL RESEARCH:** The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision-making.

23.0 **DIRECTOR, SPECIAL AND DEFERRED GIFTS:** Directs specific institutional fund-raising in the areas of special and deferred gifts.

24.0 **ADMINISTRATOR, GRANTS AND CONTRACTS:** Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

25.0 **DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT:** The senior administrative official responsible for the university-wide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

26.0 **CHAPLAIN:** Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

27.0 **COMPTROLLER:** Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

28.0 **DIRECTOR, ACCOUNTING:** Responsible for the daily operation of the institution's budgetary accounting system.

29.0 **DIRECTOR, INTERNAL AUDIT:** Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

30.0 **BURSAR:** Custodian of institutional funds.

31.0 **DIRECTOR, FOOD SERVICES:** Administers all institutional food services whether directly managed and operated or catered.

32.0 **CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER:** The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

33.0 **DIRECTOR, STUDENT ACTIVITIES:** Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

34.0 **DIRECTOR, PURCHASING:** Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

35.0 **DIRECTOR, BOOKSTORE:** Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

36.0 **DIRECTOR, CAMPUS SECURITY:** Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

37.0 **DIRECTOR, INFORMATION SYSTEMS:** The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

38.0 **DIRECTOR, NEWS BUREAU:** Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

39.0 **DIRECTOR, AUXILIARY SERVICES:** Responsible for the management and operation of college support and auxiliary services, typically food service, book store, housing, vending, student unions, and printing, but may include a variety of services and operations.

40.0 **DIRECTOR, ADMISSIONS:** The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

41.0 **DIRECTOR, FOREIGN STUDENTS:** Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

42.0 **DIRECTOR, INTERNATIONAL STUDIES EDUCATION:** Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

43.0 **DIRECTOR, STUDENT FINANCIAL AID:** Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

44.0 **DIRECTOR, STUDENT PLACEMENT:** Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

45.0 **DIRECTOR, STUDENT COUNSELING:** Directs the provision of counseling and testing services for students.

46.0 **DIRECTOR, STUDENT UNION:** Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

47.0 **DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR):** A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

48.0 **DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR):** A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

49.0 **DIRECTOR, STUDENT HOUSING:** Directs all residence hall operations for students. May also administer off-campus housing programs.

50.0 **DIRECTOR, ATHLETICS:** Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

51.0 **DIRECTOR, ATHLETICS/MEN:** Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

52.0 **DIRECTOR, ATHLETICS/WOMEN:** Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

53.0 **DIRECTOR, CAMPUS RECREATION/INTRAMURALS:** Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

54.0 **DIRECTOR, ALUMNI AFFAIRS:** Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

55.0 **DIRECTOR, INFORMATION OFFICE:** Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

56.0 **DIRECTOR, COMMUNITY SERVICES:** Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

57.0 **ADMINISTRATOR, HOSPITAL MEDICAL CENTER:** If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 57.0 is the same official as 11.0, please ignore 57.0).

58.0 **DIRECTOR, PUBLICATIONS:** Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

59.0 **DIRECTOR, RISK MANAGEMENT AND INSURANCE:** Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

60.0 - 66.0 **COMBINED RESPONSIBILITY POSITIONS:** Positions 60.0 - 66.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such combinations exist at your institution, report them in the "Combined Responsibility" section (position numbers 60.0 - 66.0). If you report in the Combined Responsibility section, do not report the same data elsewhere in the Survey. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 63.0. Do not report it as position number 40.0, which is reserved for Director of Admissions only, or position number 43.0, which is reserved for Director of Student Financial Aid only.

67.0 - 99.0 **DEAN** or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

APPENDIX E

Note: Data for Special Studies on secondary positions is available for 1982-83 only.

CUPA ADMINISTRATIVE COMPENSATION SURVEY — SPECIAL STUDY ORDER FORM

Please read through entire form before beginning to fill it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have ANY questions call Wanda Ross at (202) 462-1038. Barring unforeseen technical difficulties, you will receive your report(s) within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name ______________________ Title ______________________

Institution ______________________ Phone (   ) ______________

Mailing Address ______________________

City, State and Zip ______________________

Did your institution participate in the 1983-84 Survey? ______ Yes ______ No

Is your institution a CUPA member? ______ Yes ______ No

Do you want data from ______ 1983-84 Survey, ______ 1982-83 Survey, ______ 1981-82 Survey,
______ 1980-81 Survey, ______ 1979-80 Survey, ______ 1978-79 Survey?
(Check one, two, three, four, five, or six years)

COMPLETE ONE OF THE FOLLOWING SECTIONS: I, II, OR III.

I. If you wish to receive data compiled on the basis of general institutional characteristics, answer as many of the following questions as there are characteristics that are important to you.

A. SYSTEM STRUCTURE (check as many as desired):

1.______A single institution
2.______An administrative office of a system
3.______A main campus of a system
4.______A campus within a system
5.______Not applicable to my request

B. CLASSIFICATION (check as many as desired):

1.______2 Year College
2.______2 Year Technical Institute
3.______4 Year College
4.______University
5.______Law School
6.______Medical School or Center
7.______Theological Seminary
8.______Other (please note below)
____
9.______Not applicable to my request

C. SOURCE OF SUPPORT (Check as many as desired):

1.______Public
2.______Private, religious group affiliated
3.______Private, independent
4.______Not applicable to my request

D. EDUCATION AND GENERAL BUDGET (specify number/range in one of the following):

1. Less than $______________
2. More than $______________
3. Between $______________ and $______________
4. ______Not applicable to my request

E. FTE STUDENT ENROLLMENT (specify number/range in one of the following):

1. Less than ______________ 3. Between ______________ and ______________

2. More than ______________ 4. ______Not applicable to my request

F. FTE FACULTY (specify number/range in one of the following):

1. Less than ______________ 3. Between ______________ and ______________

2. More than ______________ 4. ______Not applicable to my request

H. GEOGRAPHIC AREA (complete ONE of the following):

1. States (please do not abbreviate; list all states in which you want data)

____

____

____

2. ______Not applicable to my request.

II. If you wish to receive data from a number of specific institutions, examine "Appendix B (p. 27) –– Responding Institutions" -- of the 1983-84 Ad Comp Survey and choose TEN OR MORE (a confidentiality provision) institutions and list their names and city/states or attach additional pages. (If you don't have access to the 1983-84 Survey, then list the institutions and you'll be contacted about difficulties, if any.) If you want a report on 1982-83 data see Appendix B (p. 91) of the 1982-83 Ad Comp Survey, for 1981-82 data see Appendix B (p. 97) of the 1981-82 Ad Comp Survey, for 1980-81 data see Appendix B (p. 96) of the 1980-81 Ad Comp Survey, for 1979-80 data see Appendix B (p. 86) of the 1979-80 Ad Comp Survey or for 1978-79 data see Appendix B (p. 96) of the Ad Comp Survey.

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III. If you are unable to state your requirements in either of the above ways for whatever reason, use the space below (or attach additional pages) to describe your interests/concerns and you'll be contacted to discuss them.

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Mail this form and a check payable to: CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036. Fees for standard studies (Section I or II) are $125 each for CUPA members that participated in the 1982-83 survey; $175 for CUPA members that did not, and the same price for nonmembers that did participate; and $250 for nonmembers that did not participate. Comparative studies are $75 each. Fees cover one year of data so the fees double for the same study done on two years of data. Fees for special studies (Section III) are negotiated with CUPA on a case-by-case basis.

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